



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

May 19, 1988

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TO: MEMBERS OF THE EXECUTIVE COUNCIL
MASS. AFL/CIO

FROM: ROBERT J. HAYNES

Enclosed herewith for your consideration and approval are the minutes of the April Executive Council meeting.

Our next meeting will be held on Thursday, June 16, 1988, at the Park Plaza Hotel, Terrace Room (lower level). Meeting at 10:00 A.M. with lunch following at approximately 12:15 P.M.

Please make every effort to attend.

Fraternally,

Robert J. Haynes
Secretary-Treasurer

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attachment

MASSACHUSETTS / AFL-CIO

8 BEACON STREET

• BOSTON, MA 02108

• TELEPHONE 617 / 227-8260

MINUTES
EXECUTIVE COUNCIL MEETING
APRIL 21, 1988
PARK PLAZA HOTEL

PRESENT: Pres. Osborn, Sec.-Treas. Haynes, Exec. Vice President Evers, Vice Presidents Abdow, Burke, Chigas, Chirillo, Dart, DeRosa, Ferin, Foley, Irvin, Kamel, Kerr, LeBlanc, Mahar, Mills, Phinney, Romano, Simmons, Thomas, Toland

ABSENT: Exec. Vice Presidents Lydon (u.b.) and Faherty (u.b.), Vice Presidents Alman (u.b.), Butler (u.b.), Ciejka (u.b.), Collins (u.b.), Conley, Devlin (u.b.), Farmer, Ferris (ill), Joyce (u.b.), Leahy, Lima, McDevitt, Mullane, Ollivierre, Thompson, Walsh, Williams

Meeting opened with a prayer by Sec.-Treas. Haynes.

MMS to accept the minutes of the March, 1988, meeting. So voted.

Pres. Osborn announced that Director Foley would give his report first since he had business at the State House.

LEGISLATIVE REPORT

Dir. Foley advised that he expected all bills to be reported out of Committee by next Wednesday.

The Director updated the Council on the various bills:

Drug Testing Bill - This is expected to be addressed this morning at the State House at 10:30 a.M. He reiterated the AFL/CIO's position which is -- no drug testing under any conditions. He said this is not a realistic position.

Blue Laws and holiday opening discussed. Dir. Foley said there is much support on this bill.

Prevailing Wage - Dir. Foley testified against the repeal of the prevailing wage. He advised that the Building Trades were not present since they were in Washington at the time. Three people testified for it. The bill will come out unfavorably, and the fight to go against the repeal will begin.

COPE endorsements briefly discussed. Dir. Foley advised he is gathering data on the candidates and will send it out to the C.L.C.'s early May. He advised he hopes to have an endorsement meeting by the end of June.

The Director explained that things are slow at present at the State House and not much action is expected until November.

V.P. Romano had questions on bill 2543 and this was discussed at length. Dir. Foley explained that this bill #2543 was not a new bill -- it was filed against any outfit who received money from the "T" -- railroads, etc. He said the bill was around three or four years ago and was heard by the Transportation Committee. Now, however, it is a new bill by public service. The Director advised that the position of the AFL/CIO is against this bill.

Pres. Osborn discussed the Drug Testing Bill and said this should be referred to the Substance Abuse Committee of the Mass. AFL/CIO so that they can make a report back to the Council.

MMS to refer the matter of the Drug Testing Bill to the Mass. AFL/CIO Substance Abuse Committee. So voted.

President Osborn advised that the Medical Society has come forward and asked Marty Foley and himself to sit down and discuss changing the Balanced Billing (the non-par issue). The President asked for a motion on this.

MMS to meet with the Medical Society at our convenience to discuss this issue. So Voted.

MMS to accept the Legislative Report. So voted.

Pres. Osborn read a letter from the Northampton Labor Council. It concerned the resignation of Brother Richard Rumelt from the Vice Presidency of the Council, and the recommendation of Joseph Dart from the Painters Local 257 to replace him.

MMS to accept recommendation of Joseph Dart to the vice presidency of the Mass. AFL/CIO Council to replace Richard Rumelt. So voted.

The President administered the oath of office to Joseph Dart.

PRESIDENT'S REPORT

The President outlined his activities over the past month as follows:

- Attended the Harvard Trade Union Graduation
- Attended a COPE Regional Conference held in Boston
- Attended AFSCME 1736 Anniversary and addressed the guests
- Made a presentation for prevailing wage at an AGC conference and asked them for their support in this struggle.
- Met with the Citizens Action Committee
- Testified at the B.R.A. on the Sports Museum.

- Went to Chicopee at the invitation of V.P. Abdow and V.P. Thompson to attend an informational breakfast with legislators. The situation of getting the racing theatre in that area was addressed.
- Met with Jewish Labor Committee
- Addressed the delegates at the Carpenters Convention.
- Participated in the Holyoke St. Patrick's Day Parade.
- Chaired the Workers Comp. Advisory Council meeting. Discussion on the selection of judges took place and Pres. Osborn asked the Council members to send a letter to the Governor in support of the labor candidates, Tom Evers and Bruce Ferin.
- Attended the AFSCME breakfast at the request of Exec. Dir. Bonavita to assist the Harvard organizing drive. He alerted the Council that there may be a solicitation on this and urged support by taking out an ad, when asked.
- Worked on the Prevailing Wage campaign which, the President advised, is the priority of the year. He thanked everyone for their help thus far, but advised he will need even more help in the future. He requested the Vice Presidents follow up on whether their unions had appointed a Prevailing Wage Coordinator.

Pres. Osborn advised there is a major voter registration drive going on in the Building Trades to assist the prevailing wage effort. He advised that Mark Govoni from the Food & Commercial Workers is now on board as the Campaign Coordinator, and he expressed his appreciation that John Phinney helped out in having Mark work on the campaign.

The President advised that further help will come from National AFL/CIO, Frank Myers and Regional Rep. Barbara Ashlock.

- Appeared at the request of Tom Evers, at the Marriott in Springfield -Building Trades Conference.
- Appeared at Harvard with Gerry McIntyre, AFSCME International President
- Attended a Legislative Breakfast in Worcester at which Congressman Joseph Early spoke.
- Attended a conference of State Fed. Presidents at the Meany Center. Sec.-Treas. Haynes accompanied him and spent some time being introduced to the AFL/CIO Department Heads.
- Attended the United Way campaign kick-off meeting.

- Met with Lt. Governor Murphy, who expressed her support of prevailing wage. She volunteered to help, by possibly doing a video.
- Met with Board of Regents and voiced opinion on proposed tuition increases at state universities. Our position is to be against any increase since this will adversely affect the families of working men and women, who are already heavily taxed.
- Met with Tom Deary, who has set up what he originally indicated was a union newspaper. The President advised he will use caution in any future dealings on this since the newspaper is now broadening its efforts to different groups.
- JPTA discussed. The President advised he attended a meeting with Sec.-Treas. Haynes, Paul Eustace, the Executive Officers and Happy Green concerning our Dislocated Workers Program. Lack of a Labor Rep. in the western part of the state was brought up and the President advised that the Governor may have to be contacted on this.
- Attended the Steelworkers Convention and addressed the delegates. Vice Pres. Foley thanked Pres. Osborn for taking the time to bring a message to his membership.
- Discussion took place on the situation at the Quincy Shipyard and the President asked for assistance from anyone who felt they could help.
- Met with the U.S. Dept. of Labor on many different issues.
- Chaired the Prevailing Wage Steering Committee meeting.
- Special COPE endorsement is scheduled for May 12th and the President advised this is at the request of the Pioneer Valley, who has been asked by a pro-labor candidate for endorsement. This is to fill the seat being vacated by Edward Boland.

V.P. DeRosa thanked Pres. Osborn for attending his meeting where he arranged for \$50 assignment for the prevailing wage campaign from each of his members.

- Chaired a 5-hour planning/strategy meeting on the prevailing wage campaign.
- Attended a Labor Guild breakfast in Quincy.

MMS to accept the President's report. So voted.

Pres. Osborn introduced Steve Sullivan, Head of the Frontlash Program in Boston and Chuck Hodell, who is the head of the Young Workers Program, under National Frontlash. Chuck explained the role he plans for his group to play in the prevailing wage campaign. He advised he is having a communications training session for young workers on May 12th to train them how to intelligently explain the issues, how to effectively use phone banks, write letters, etc. He pledged the support of National Frontlash to see this battle through.

Pres. Osborn thanked Steve Sullivan and Chuck Hodell for their time and their pledge of support.

SECRETARY-TREASURER'S REPORT

Sec.-Treas. Haynes advised that the past month was an extremely busy one. He praised Steve Sullivan of Frontlash and the entire staff for their hard work.

The Secretary-Treasurer reviewed the financial report, noting the new computer system cost. The assets were reviewed and a notation that the voter registration fund is in excellent condition. Also noted was the condition of the pension plan, where with one more payment on our part, the fund will be brought up to date.

Sec.-Treas. Haynes asked if there were any questions. None were asked.

MMS to accept the Financial Report of the Secretary Treasurer. So voted.

The Secretary-Treasurer reported on his activities over the past month:

- Assisted the President on many occasions, attending conferences as noted by the President in his report.
- Worked on the prevailing wage campaign.

Sec.-Treas. Haynes updated the Council on the situation with the building at 44 Temple Place. He indicated that the Council may have to take a loss on this.

MMS to accept the activity report of the Secretary-Treasurer. So voted.

EDUCATION REPORT

Dir. Haynes reported that the Education Committee has been very active. Plans are now underway for the Scholarship Dinner which is scheduled for Friday, April 29th at the Kennedy Library.

- Appeared at the University of Mass. Trustees meeting and he will be sworn in in the very near future.
- Met with Chancellor Jennifer regarding the proposed increase in tuition at state universities.
- Met with ISP to look over the Worker Assistance Centers.
- Discussed a possible grant to be given on a joint venture with B.U. and the University of Lowell to address the matter of Labor education in Schools project. Dir. Haynes advised that an in-service day was held at the Boston Teachers Union Hall and the response was fantastic. He thanked Tom Evers and John Phinney for their help.

V.P. Simmons thanked Pres. Osborn and the Council for the opportunity to attend the Harvard Trade Union Program.

Pres. Osborn advised there would be an organizing effort by UAW District 65 to organize B.U. on May 5th at 6:00 P.M. on the B.U. campus. He urged support.

MMS to accept the Education Report. So voted.

MMS to refer communications to the Executive Officers. So voted.

Pres. Osborn introduced David Magnani, Representative from the Framingham area, who spoke at length about a proposal to create an office within the Executive Office of Labor, parallel to the ISP, to help unions with shutdowns, layoffs, etc. This office would promote and enhance the ability of workers to have a say at the shop floor level and provide some sort of ownership option. It would protect workers' rights. He advised he has had some legislation drafted, with the help of the law firm utilized by the Mass. AFL/CIO, and asked for support in his efforts. Specifically, he asked for President Osborn to send a letter to Richard Voke, House Ways and Means Chair, to ask approval of \$400,000 in the budget to go toward creating the office described above. It is under H.B. 5233, to fund the office of Employee Involvement and Ownership. He indicated that a call or letter to Chairman Pat McGovern would also be helpful. Representative Magnani brought with him several other people who briefly addressed the Council -- Chris Mackin, Peter Gwynn, Judy Leff.

Pres. Osborn asked that Rep. Magnani give his word that the Mass. AFL/CIO have a say in who the Executive Director of this new office would be. Rep. Magnani advised that this would be the case.

MMS to write letters to Chairman McGovern and Chairman Voke on H.B. 5233. So voted.

President Osborn reminded the Council to follow up on whether or not their unions had appointed Prevailing Wage Coordinators.

Short discussion took place on the monies being sent in for support of the prevailing wage repeal.

Sec.-Treas. Haynes issued the invitation to all present to attend his May 4th Educational Seminar at IBEW Local 103 Hall.

Roll Call

MMS to adjourn. So voted.

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AGENDA
MASSACHUSETTS AFL/CIO COUNCIL
EXECUTIVE COUNCIL MEETING
APRIL 21, 1988
PARK PLAZA HOTEL - BERKELEY/CLARENDON ROOM

PRESIDENT'S REPORT

SECRETARY/TREASURER'S REPORT

DEPARTMENT REPORTS - COPE & LEGISLATION - EDUCATION

GUEST SPEAKER - DAVID MAGNANI - "SPECIAL COMMISSION ON EMPLOYEE PARTICIPATION AND OWNERSHIP"

SWEARING IN - JOSEPH DART, VICE PRESIDENT - MASSACHUSETTS AFL/CIO

Communication re: an effort to accomplish the goals and objectives of the Governor's Commission on Employment of the Handicapped.

From George O'Brien, Pres. Northampton CLC to Pres. Osborn re: the unanimous vote selecting Joseph Dart, Bs. Mgr for Painter's Local 257 as Vice-President of the Council.

Copy of a letter to Governor Dukakis from Joe Nigro asking for the Governor's full consideration of Tom Evers in the position with the Industrial Accident Board.

Copy of a letter to Governor Dukakis from E.W. Buffum, Sec/Treas. of the Maritime Trades Council re: their council unanimously endorsing Thomas Evers for the appointment to the Industrial Accident Board.

From Dave Cowens, Chair. for the New England Sports Museum to Pres. Osborn thanking him for support in their efforts to secure the property they want for the sports museum.

From Rep. David Magnani to Pres. Osborn asking for support for Helen Moreschi for the Judgeship on the Industrial Accident Board.

From John P. Luther, Asst. Dir./Office of Foreign Relations to Pres. Osborn apologizing for a late thank you for visiting with international visitors.

From Bob Banks, Bus. Agent of Local 7 to Sec./Treas. Haynes asking for support - he is running in the Boston Marathon for Multiple Sclerosis.

Retirees Report - Ken Mangan

Copy of a letter to Governor Dukakis from Tom McIntyre in support of Tom Evers - Industrial Accident Board.

From Cheryl Gooding and Laura Gang - Women's Institute for Leadership Development to Pres. Osborn & Sec./Treas. Haynes re: plans for the 2nd Annual Summer Institute and educational events.

From Allen R. McWade, Pres. & Bs. Mgr. IUOE Local 877 to Pres. Osborn re: overwhelming support for the Harvard Clerical and Technical Wkrs.

From Alan D. Solomont to Pres. Osborn and Council for helping to make the Democratic State Committee Dinner such a success.

From Lane Kirkland, President AFL/CIO to Pres. Osborn asking for assistance working with university/college labor education centers in state areas making the 4th nationwide educational teleconference a success.

From Gerry McDonough Local 285 to Pres. Osborn thanking him for support in recent campaign for the Democratic State Committee.

From Richard Abdow, Pres. UFCW Local 1459 to Pres. Osborn thanking him for his participation in their legislative breakfast.

Copy of a letter sent to New England State AFL/CIO Central Labor Councils bringing them up to date on recent developments on negotiations on Jay Maine.

From Joseph Cronin, President Massachusetts Higher Education Assistance Corporation to Pres. Osborn thanking him for his service on the MHEAC Board.

From Steven Tolman, BRAC to Pres. Osborn re: Rich Rogers and John Laughlin's efforts in his victory in Ward 22. He also enclosed a copy of an article in the local newspaper and also a copy of a thank you to the voters of Ward 22.

A copy of a letter sent to Kenneth Lyons - NAGE from Kevin Coyle of Coyle, Dunbar & Geoffrion, PA - this letter is regarding Richard S. Lak and his anti-union attitudes.

From Charles O'Leary, President, Maine AFL/CIO to Pres. Osborn asking us to send a letter to locals about the postcard campaign - follow up to Caravan 88.

Copy of a letter to Rep. Chester Atkins from Charles McDevitt, UAW submitting his name as a labor representative for the UAW - labor slot for Democratic State Committee.

From Kenneth Rossano, Dir of Dev., Bank of Boston to Pres. Osborn thanking him for letter regarding the 2/26 demonstration.

From Chet Atkins, Chair Democratic State Committee to Pres. Osborn and Council thanking us for assistance and support of the Party's efforts.

From H. Edward Spaulding, Pres. Spaulding Assoc. to Pres. Osborn re: January 1, 1988 Actuarial Valuation Report and the scheduled meeting for March 15, 1988.

From Rosemary White, B.A. NABET Local 15 to Pres. Osborn regarding a request for the movie "Matewan" to be shown at Gomeprs-Murray-Meany - she is trying to get a copy.

From Sen. Thomas C. Norton to Pres. Osborn - thanks for generous contribution and support.

From Rep. Jonathan Healy to Pres. Osborn thanking him for the letter concerning the universal health care legislation and he also states his concerns.

Copy of a letter sent to Arthur Butler, Inspector of Dept. of Labor & Industries from Rep. Sherwood Guernsey thanking him for his letter of support for the Prevention of Lead Poisoning bill.

From Lenore Miller, Pres. RWDSU to Pres. Osborn thanking the Selection Committee for the award she will be getting at Gompers.

A copy of a letter to Governor Dukakis from Lillie Dias resigning from the Mass. Workers' Compensation Advisory Council.

MASSACHUSETTS AFL-CIO

FINANCIAL REPORT

MARCH 1988

<u>GENERAL FUND</u>	<u>CREDITS:</u>	<u>DEBITS:</u>
On hand 3/1/88	\$24,655.39	
Receipts:	77,381.78	
Disbursements - General		\$25,303.59
Disbursements - Payroll		32,894.75
Balance 3/31/88	\$ 43,838.83	

DISBURSMENTS:

1. Presidents Expenses	128.00
2. Secretary Treas. Expenses	285.70
3. Legislative Directors Exps.	691.37
4. Executive Board Exps.	1,406.52
5. Telephone	1,792.28
6. Office Expenses	169.45
7. Office Supplies	2,954.17
8. Boston Edison	117.25
9. Printing	446.25
10. Postage	2,000.00
11. Newspaper	400.00
12. Auto Expenses	1,559.14
13. Conferences & Conventions	1,721.00
14. Blue Cross/Blue Shield	377.55
15. Rent	2,500.00
16. Office Equipment	1,111.35
17. Attorney's Retainer	500.00
18. Mailing House	108.54
19. Disability Insurance (2-months)	1,214.56
20. Payroll Expenses	189.20
21. 1988 Dues to National AFL/CIO	20.00
22. 1988 Dues to Maritime Port Council	370.00
23. Frontlash	1,848.66
24. Flowers & Fruit	44.45
25. Messenger Service	9.60
26. Life Insurance	174.15
27. American Express	2,505.67
28. Staff Expenses	269.65
29. Subscriptions	202.38
30. Womens Committee (Luncheon/meeting)	74.66
31. Misc.	15.04

\$25,303.59

PER-CAPITA TAX RECEIVED ON 220,326 members.

ASSETS:

Boston Safe Deposit	\$ 7,406.69
State of Israel	1,000.00
Dept. of Labor	400.00
Petty Cash	100.00
Money Market	4,490.39

\$13,397.08

PAGE-2 March 1988 Financial Report:

VOTER REGISTRATION FUND:

CREDITS:

DEBITS:

On Hand 3/1/88

\$66,723.98

DISBURSEMENTS:

1. Tickets & Donations
2. Norfolk C.L.C.
3. Data Processing
4. Staff Expenses

\$ 875.00
300.00
72.24
134.60

\$1,381.84

Balance 3/31/88

\$65,342.14

PENSION PLAN:

Balance 3/31/88

\$12,598.28

MINUTES
EXECUTIVE OFFICERS MEETING
MARCH 10, 1988

Present: Pres. Osborn, Exec. V.P.'s Lydon & Faherty, S/T Haynes
Absent: Exec. V.P. Evers

MMS for Pres. Osborn to give permission to Roberto to send an affiliate mailing on the grape boycott. So voted.

Request for a contribution for the fundraising reception for William Wimpisinger of the Machinists - filed.

MMS to do what was done last year on the ad for the Southie News annual "St. Patrick's Day Special issue. So voted.

Discussion on the request from Art Butler, Department of Labor & Industries Division of the Industrial Safety to have the Massachusetts AFL/CIO support and help fund the lead -paint law, and to contact Rep. McDonough who is instrumental in the passage. Art will get involved.

Request from Ron LePage to purchase an ad for Worcester State College's baseball team - filed.

MMS to buy tickets for the reception honoring Rep. Richard T. Moore. So voted.

Request to purchase tickets for the 40th Annual Roosevelt Day Dinner - filed.

MMS to buy five tickets to Local 66 Laundry Workers' March 12th fundraiser. So voted.

Discussion on the Emeritus status for Gompers-Murray-Meany - Former Exec. Officers and Emeritus will receive 2 nights at G.M.M and Convention - no per diem - tickets for dinner and if they are a delegate from their local the local pays for lodging and banquet. MMS to accept. So voted.

MMS for Thomas McIntyre and Denise Wallace to be the recipients of the Merit Awards at Gompers-Murray-Meany. So voted.

Discussion on the dates for the Northeast AFL/CIO Council.

Discussion on the letter from Charles O'Leary - we will help with the Postcard Campaign - See Arthur.

Come to Washington, D.C. on Saturday, May 14, 1988 Demand A New Agenda For Families!

On May 14, 1988, thousands will come together in Washington, D.C. to demand that the federal government enact a national family policy *now* that will guarantee basic rights for U.S. families.

The Reagan administration has proclaimed 'support' for the family — while at the same time attacking the basic programs families need to thrive. Our nation has been built by strong families. Every family is unique. Yet we all have common needs.

In order for the family to survive, all families must have affordable, quality support. We demand responsible government action now.

1. The right to a job and economic security.
2. The right to health care.
3. The right to child and elder care.
4. The right to family leave.
5. The right to services for the elderly.
6. The right to quality education.
7. The right to equal opportunity.
8. The right to equal pay for work of equal value.
9. The right to permanent housing.
10. The right to live and work in a safe environment.

FOR INFORMATION

FOR INFORMATION ABOUT
TRANSPORTATION TO WASHINGTON AND
ACTIVITIES IN THE NEW ENGLAND AREA:

CALL: AMERICAN FAMILY COALITION (354-2283)

JOIN US!

Speaking in a united voice we will raise these demands to the top of our nation's legislative, political and social agenda.

Bring your family — there will be special activities for children, and seating areas for the elderly and handicapped.

- Refreshments and Family Entertainment
- Exhibits and Speakers
- Games and Much, Much, More!

MARK YOUR CALENDAR!

Saturday, May 14, 1988
Noon to 5 p.m.

*Sylvan Theatre,
near the Washington Monument*

American Family Celebration

WORKING FOR CHANGE ★

MAY 14, 1988 ★

PARTICIPATING ORGANIZATIONS

Coalition of Labor Union Women
AFL-CIO
ACTWU
AFSCME
Brick & Allied Crafts. Int'l. Union
CWA
Hotel and Restaurant Employees Int'l. Union
IAM
IBT
IBB
ILGWU
IUE
LIU
Local 237, IBT
Nat'l. Council of Churches
OPEIU
RWDSU
SEIU
Sheet Metal Wkrs. Int'l. Assoc.
Newspaper Guild
TCU
UA
UAW
United Church of Christ
UFCW
USWA
AFT
APWU
Assoc. Leagues
BCTU
Children's Del. Fd
Coal Employment Project
Int'l. Chem. Wkrs. Union
IUOE
LCLAA
March of Dimes

N.Y.C. Central Labor Council
NOW
UEW
United Rub., Cork, Lin. & Plas. Wkrs. Am.
WLD
A. Philip Randolph Institute
AAUW
Amer. Jewish Comm.
ADA
Amer. for Indian Opport. Assoc.
Asian Amer. Legal Def. & Educ. Fd.
Black Women's Agenda
Ctr. for Res. on Women
Ctr. for Women Policy Studies
Child Care Employee Proj.
Child Care, Inc.
Child Welfare League of Amer.
Children's Found.
Church Women United
Citizen Action
CBTU
Conf. Fed. of Amer.
Displaced Homemakers Not
Delta Res. & Educ. Fd.
Delta Sigma Theta Sorority
DSA
Family Resource Coal.
Family Service Amer.
Frontlash, Inc.
Girls Clubs of America
Health Security Action Cncl.
Italian Amer. Labor Committee
Inst. for Amer. Values
Jewish Labor Comm.
LULAC

Martin Luther King, Jr. Ctr. for Soc. Change
NAACP
NA'Amal. USA
Nat'l. Assoc. for Child Care Res. & Rel. Ag.
Nat'l. Black Child Development Institute
Nat'l. Center for Policy Alternatives
Nat'l. Coalition for Campus Child Care
Nat'l. Comm. on Pay Equity
Nat'l. Consumers League
Nat'l. Council of Catholic Women
Nat'l. Council of Negro Women
Nat'l. Council of Senior Citizens
Nat'l. Council on the Aging
NEA
NOW LDEF
Nat'l. Institute for Women of Color
Nat'l. Gay and Lesbian Task Force
Nat'l. Urban Coalition
Nat'l. Urban League
Nat'l. Women's Conf. Comm.
Nat'l. Women's Health Network
Nat'l. Women's Law Center
NWPC
Nine-to-Five
Organ. of Pan Asian Amer. Women
Pensions Rights Center
Planned Parenthood
Wider Opport. for Women
Women Employed
Women for Racial and Econ. Equality
Women in Commun.
WEAL
Women USA, Foreign Pol. Cncl.
Wkrs. Del. League

YWCA
Comm. Agnst. Excise Taxes
IBLW
National Fed. BPWC
Glass, Potl., Plas.
Int'l. Union of Fd. and Allied Wkrs. Assoc.
United Methodist Chrch.—Women's Div.
ACLU
ACORN
Allian. Agnst. Women's Oppres.
Aspira Association
Ctr. for Comm. Change
Child Care Action Campaign
Family Planning Advocates
Fed. of Organi. of Profl. Women
Hacer
Lambda Legal Def. Fd.
Nat'l. Assoc. of Comm. of Women
Nat'l. Congress of Amer. Indians
New Jewish Agenda
Oklaw Women's League
Organ. of Asian Women
Rainbow Coalition, Women's Comm.
Save Our Security
Southern Assoc. on Children under Six
SCLC
Balt. Labor Cncl.
Early Childhood Educ. of N.Y.
Hispanic Lbr. Comm. (NYC)
IBLW Local Union 1245 (CA)
Long Is. Coalition for Full Employ.
NYS Child Care Coord. Comm.
N.Y. Asian Women's Ctr.
N.Y. Women in Crim. Justice
Local 802, Amer. Musicians of Greater N.Y.

TO: Executive Board Members, Massachusetts AFL-CIO
FROM: Martin V. Foley, Director
RE: Legislative & COPE Status Report
DATE: April 21, 1988

LEGISLATION:

The Commerce and Labor Committee is holding a public hearing today on bills dealing with DRUG TESTING. Our bill, House 1463 would prohibit all testing of an employee's blood or bodily fluids. It is being sponsored by Representative David Cohen. 9 members of the Commerce & Labor Committee have filed bills on this subject - this is an issue whose time has come. It is important that we be part of any discussions on redrafting that the Committee might undertake. In order to do this in good faith, I would like the Council to reconsider their decision from last year not to compromise on this issue. We have been in contact with the AFL-CIO federation in other states' [i.e. Iowa, Conn., Vermont, Minn., Montana] who have recently passed drug testing legislation. Each state allows some testing, but most have language which restricts testing to instances where there is cause to suspect impairment and to those jobs involving public safety. We would be far better off with legislation along those lines.

On Wednesday, April 13, the Committee on State Administration held a public hearing on bills dealing with the PREVAILING WAGE. Several bills have been proposed calling for a repeal. One of these is House 4003 - the initiative petition. Supporters of these bills were there in force, including Steve Tocco, Rep. Jonathan Healy and Attorney Rotterfield from ABC. I was the only person to speak in opposition to these bills.

The Commerce and Labor Committee held a hearing on BLUE LAWS on April 14. The majority of the bills dealt with adding more and longer shopping days. With the support of Dick Courtney from UFCW #1459, I was able to have these bills placed in a study with the understanding that labor people would be appointed. **THIS WILL BE A LEGITIMATE STUDY** and we must make certain that the people who are appointed will attend the meetings if we hope to have any impact.

The Transportation Bond was signed into law.

We are working on revamping the mechanics of the COPE ENDORSEMENT PROCESS to facilitate getting information of candidates out to the CLCs for their recommendations and to speed things up at our endorsement meetings. We will be informing you of these changes in the near future.

This year JOINT RULE #10 DAY is next Wednesday, April 27. This is the date that all bills must be reported out of Committee.

The Massachusetts Medical Society has contacted me and wants to discuss NON-PARS and the BAN ON BALANCED BILLING. I recommend that we at least listen to what they have to say on the subject.

COPE:

COPE continues to play an active role in the "prevailing wage" campaign. I addressed the MA Building Trades Council at their convention in Springfield on March 25 to assure that any fund raising efforts are in compliance with the Campaign Finance Laws.

Rich Rogers also addressed the Convention on Voter Registration efforts. He has meet with a number of Building Trades Councils, local unions and state-wide Councils assisting the building trades in voter registration.

In addition, COPE has mounted an aggressive campaign to elect trade unionists to the Democratic National Convention scheduled for July 15-21 in Atlanta, Georgia. We are working on developing and implementing our program and we are optimistic that on Saturday, April 23 a good number of trade unionists will be elected to represent the Massachusetts delegation in Atlanta.

COPE is also planning strategy for the Democratic Convention scheduled for Saturday, June 11 at the Boston Garden. A pre-Convention strategy session has been scheduled for Saturday, May 21. The location will be announced later.

THINK ABOUT IT

We've all heard the saying, "if it ain't broke, don't fix it." A good example is the economic climate here in Massachusetts, the envy of the nation.

Yet, even as other states study the "Massachusetts Miracle" to learn from it, there are outside forces who want to "fix" what "ain't broke." They're called the Associated Building Contractors (ABC), a national group which is trying to open up Massachusetts to "quick-buck" companies which would come in, pay substandard wages, and take jobs away from our own skilled workers

They have pushed to get a referendum on the ballot to undercut the fair wages paid construction workers on public projects.

Under present law, it is illegal for public contractors to pay their workers substandard wages just to underbid their competitors. This law is called "Prevailing Wage" and it ensures that all our public projects are built by workers with the proper skills, training and experience.

Responsible business leaders are the first to recognize that a skilled, productive work force is essential to a growing economy.

Why would anyone want to tamper with that?

Greed, pure and simple. Short-term greed. Economists know that soon the diminished purchasing power and tax income from substandard wages and jobs given to cheap labor imported from out-of-state will affect everyone. So will poor quality workmanship.

The perpetrators of this scheme would have you believe taxpayers will "save" money.

Think about it.

Will the slowdowns and mishaps and productivity losses of unskilled workers -- the only kind you'll get with substandard wages -- cost less? And what about quality -- have we lost pride in our public buildings? Don't we care about the safety of our bridges, highways and tunnels?

And if there are savings -- do you think the wonderful people who want to make their profits the old-fashioned way -- by taking it out of the paychecks of their workers -- will pass those profits to you?

Think about it.

The Massachusetts economy is a "miracle" of our time, one we all share in, and can be proud of. Do we really want to "fix" it?

Think about it.

Committee to Preserve the Quality of Life

A Party's Strength Is Its Commitment to What Is Right.

**"We support the prevailing wage for all workers
on government-funded projects."**

-- Platform of the Massachusetts Democratic Party

TO: Everyone interested in the American Family Celebration (AFC)
FROM: Joanie Parker, AFC Coordinator for the New England Area(354-2283)



HOW ARE WE GOING TO GET THERE?

TRANSPORTATION INFORMATION FOR THE AMERICAN FAMILY CELEBRATION

TRAIN-The American Family Celebration Coalition has reserved 220 seats on the regularly scheduled AMTRAK (making all the regular stops). These seats are available to anyone on a first-come, first-serve basis. Call 354-2283 immediately if you want seats because they are going fast. Groups and individuals are welcome.

YOU MUST PAY FOR THE SEATS BY FRIDAY, APRIL 29

The schedule is: Lv. BOSTON- Fri. May 13 - 10:00pm from South Station
Ar. WASH.- Sat. May 14- 8:10am at Union Station
Lv. WASH.- Sat. May 14- 10:20pm fr. Union St.
Ar. BOSTON- Sun. MAY 15- 8:05am at South St.

Cost: ADULT - \$78.00

CHILDREN under 12 - \$36.00

One ticket is free for every 16 adult tickets.

BUS-Seats are available on 1 bus (46 seats) I have chartered for any individuals or small groups to use. CALL ME IMMEDIATELY TO RESERVE ANY OF THOSE SEATS.

You can charter buses from Boston with BRUSH HILL BUS CO or from Springfield with PETER PAN CO (Greyhound is booked). If your group wants to charter a bus, CALL NOW.

I would like to know if you are chartering a bus and have extra seats for others. Call 354-2283 to let me know if you have seats available on a bus you chartered or if you want seats on an already chartered bus.

TO CHARTER A BUS:

Group Desk Phone : BRUSH HILL: 1- 800- 343-1328

PETER PAN: 1-800- 332-8995

Capacity : 46 people

Cost : For round trip to Washington:

From BOSTON : \$1606.00 (\$35.00 per person) - 8 1/2 HRS.

From SPRINGFIELD : \$1587.00 (\$37.00 per person) - 7 HRS.

To confirm, deposit = \$100.00, refundable up to 7 days.

Payment in full 2 weeks before.

AIRPLANE - USAIR roundtrip fares IF YOU STAY OVER SAT. NIGHT are \$134.00. Some seats are still available.

VANPOOLS/CARPOOLS - If you want to drive or go by car or van, call me so I can coordinate cars/vans and riders.

*** Every train, bus, plane, car and van carrying participants must have a Captain. Please call me with CAPTAINS' NAMES so I can send them the CAPTAINS' INFORMATION KIT (phone # 354-2283).

Northampton Labor Council A.F.L.-C.I.O.

NORTHAMPTON, MASSACHUSETTS

01060

8

"It's where you belong."

April 11, 1988

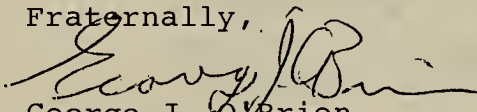
Mr. Arthur Osborn, President
Mass AFL-CIO
8 Beacon Street
Boston, Ma. 02108

Dear Brother Osborn:

At the last regular meeting of the Northampton Labor Council, it was voted to submit the name of Joseph A. Dart, Business Manager for Painter's Local Union 257, for the vacancy created by the resignation of Brother Richard Rumelt.

We are pleased with the unanimous selection by the delegates to the Northampton Labor Council of Brother Dart and pleased that the selection of a Vice-President, once again, belongs to the Northampton Labor Council and its delegates.

Fraternally,



George J. O'Brien
President
Northampton Labor Council

FRANKLIN AND HAMPSHIRE COUNTIES



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

April 25, 1988

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ARTHUR R. OSBORN

Executive Vice Presidents

JOSEPH M. LYDON
THOMAS G. EVERS
JOSEPH C. FAHERTY

Secretary-Treasurer

ROBERT J. HAYNES

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DANIEL A. BEAUREGARD
EDWARD F. BURKE JR.
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LINDA R. CHIGAS
THOMAS CHIRILLO
JANET CIEJKA
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A. MICHAEL MULLANE
HERBERT OLLIVIERRE
JOHN PHINNEY
TONY ROMANO
RICHARD RUMELT
JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
FRANK TOLAND
BARNEY WALSH
MANNY WILLIAMS

The Honorable Richard A. Voke
Chairman, House Ways & Means
The State House, Room 243
Boston, MA 02133

Dear Chairman Voke:

On April 21, 1988, at the Executive Council meeting of the Massachusetts AFL/CIO, the motion was made and passed unanimously to contact you and ask your support regarding H.B. #5233.

On behalf of the Mass. AFL/CIO and the working men and women we represent, I urge that you include in the House Ways and Means budget appropriations for H.B. #5233 in the amount of \$400,000 to be divided into two line items:

9000 - 1712 for administration of the Office of
Employee Involvement and Ownership
the amount of\$275,000

9000-1713 to augment expenses of the Industrial
Services Program and the economic
stabilization fund to make loans and
to provide assistance for employee-
owned startups and conversions
the amount of.....\$125,000

I thank you for your past support and look forward to your continued commitment to working people.

Sincerely,

Arthur R. Osborn
President

opeiu-6'
afl/cio

MASSACHUSETTS / AFL-CIO

8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260

Employee ownership proposal seeks funds

By Duncan Mansfield
Associated Press

Gov. Dukakis' support for employee involvement and ownership programs may be tested this year by a legislative proposal to spend \$400,000 on expanded state assistance for such projects in Massachusetts, the cochairman of a special study commission said yesterday.

Legislation is in the works "to make sure that worker involvement and worker ownership is not an exception in Massachusetts, but is the rule," Rep. David Magnani told a State House conference on the subject.

The Framingham Democrat read from a 1987 letter from Dukakis to the director of the National Center for Employee Ownership in which the governor said he wholeheartedly supported the work being done by a special commission cochaired by Magnani on the issue.

In the letter, Dukakis said he was "anxious to provide appropriate state support for employee ownership in start-up firms as well as in buyouts."

"That support for state support will be tested shortly," Magnani told the government, management and labor representatives gathered for the conference.

The commission's bill to expand state efforts in this area should be moving soon out of the Legislature's Commerce Committee and on to the House and Sen-

ate, where leaders of both chambers have expressed their commitment, Magnani said.

Then it will be up to Dukakis to show his backing not only for the plan, but also for the expenditure it will require.

Magnani said he was none too optimistic on the point of funding. "Four-hundred thousand dollars may not sound like very much when you are talking about a \$12.6 billion budget. But today they are talking about pennies," he said because of tightening revenues.

James Dorsey, Dukakis' press spokesman, said the administration continues to support the proposal "very strongly in a general way."

"But the reality is ... that it competes for everything else in the budget process," Dorsey said.

The commission proposal would expand the state's Industrial Services Program, which currently provides assistance to workers considering an employee ownership plan when their company is closing down.

Under the proposal, technical assistance could be given to nonthreatened existing companies considering a conversion to employee ownership and to newly formed companies.

In addition, the proposal contains grants for cities, towns, colleges and state authorities to promote employee involvement, similar to programs already set up at the Department of Revenue.

STATEMENT OF JOHN L. ZALUSKY, ECONOMIST
AFL-CIO DEPARTMENT OF ECONOMIC RESEARCH

(Excerpts)

TO THE
COMMONWEALTH OF MASSACHUSETTS
SPECIAL COMMISSION ON
EMPLOYEE INVOLVEMENT AND OWNERSHIP

March 25, 1987

On behalf of the AFL-CIO we thank the Committee for the opportunity to present labor's views on worker participation and ownership in the organizations where they work. We are mindful of the role that Massachusetts has played and continues to play in the development of labor legislation within our nation's democratic traditions.

Worker participation in all of the factors and decisions that affect the conditions, security, and quality of work and the community in which the workers live is a fundamental goal of organized labor. It doesn't matter whether the objective is achieved through employee stock ownership, or any other worker participation program.

Real worker participation is best worked out within collective bargaining, in which workers have their contractual job rights protected as they participate, have access to information, and can look after their interests. However, the nearly 80 million workers who have not been able to form unions and negotiate contracts should also be able to participate in the decision-making processes that affect their working lives.

Thus, workers must first have the right to work without fear of unjust discharge. Those who represent them to the employer must be elected subject to recall and regular elections. If worker participation is desirable -- and the AFL-CIO certainly believes it is -- then reigning employer paternalism must make room and be balanced by the democratic selection of worker representatives free to act and express their views.

(Excerpts)

REMARKS FOR MORTON BAHR, PRESIDENT, CWA
MASS. COMMISSION ON EMPLOYEE INVOLVEMENT
BOSTON, MASS.
APRIL 8, 1988

I WANT TO BEGIN MY REMARKS BY CONGRATULATING THE
MASSACHUSETTS COMMISSION ON EMPLOYEE INVOLVEMENT FOR
SPONSORING THIS CONFERENCE. *in support of House Bill 5233.*

^{YEARS}
FOR MANY ~~DECADES~~, ORGANIZED LABOR HAS PREACHED THE VALUE
OF TRI-PARTITE ACTION BY LABOR, BUSINESS AND GOVERNMENT FOR
RESOLVING SERIOUS PROBLEMS IN OUR ECONOMY.

AND FOR JUST ABOUT AS LONG, WE'VE BEEN DERIDED BY MANY
OF THE SO-CALLED EXPERTS FOR PURSUING AN UNREACHABLE DREAM.

THERE ARE MANY WHO CHALLENGE THE VALIDITY OF THE SOCIAL PARTNERSHIP ORGANIZED LABOR WOULD LIKE TO DEVELOP WITH BUSINESS AND GOVERNMENT.

YOUR WORK--AND THE WORK OF THE MANY OTHER TRIPARTITE PANELS DEVELOPED BY GOV. DUKAKIS IN MASSACHUSETTS--PROVE THE VALUE OF COOPERATIVE EFFORTS BETWEEN US. THIS IS AN IMPORTANT MESSAGE THAT GOV. DUKAKIS IS BRINGING TO THE PRESIDENTIAL CAMPAIGN.

THIS ALSO IS AN IMPORTANT ASPECT OF PROMOTING ANY KIND OF EMPLOYEE INVOLVEMENT PROGRAMS IN THE PRIVATE SECTOR.

THE LEADERS OF ORGANIZED LABOR, BUSINESS AND GOVERNMENT
SET THE TONE THAT IS FOLLOWED BY OTHERS. IF WE CAN'T ACHIEVE
COOPERATION AMONG OURSELVES, WE CAN HARDLY EXPECT IT TO BE
ACHIEVED IN THE OFFICE OR THE SHOP FLOOR. DISTRUST AT THE
TOP BREEDS DISTRUST AT ALL OTHER LEVELS.

THE FUTURE OF AMERICA'S COMPETITIVENESS IS AT STAKE AND
THE STANDARD OF LIVING WE ENJOY IS HANGING IN THE BALANCE.

ORGANIZED LABOR IS PREPARED TO TAKE ADVANTAGE OF THE
OPPORTUNITIES PRESENTED TO US. QWL AND AND OTHER FORMS OF
EMPLOYEE PARTICIPATION ARE JUST SOME OF THE MANY AREAS WHERE
WE CAN BEGIN TAKING THAT RESPONSIBILITY RIGHT HERE, TODAY, IN
THIS ROOM. *BY SUPPORTING House Bill 5233 -*

*An Act to Enhance Employee
Involvement + Ownership.*

March 13, 1987

(Excerpts)

My name is Stephen J. Newman. I am a Research Associate in the Research Department of the International Headquarters of the United Steelworkers of America in Pittsburgh, Pennsylvania. In addition to the regular functions of the Department, I have been assigned to coordinate the Union's efforts in the area of employee ownership. My appearance today is in response to invitations to testify addressed to International President Lynn Williams and Assistant District Director Domenic DiPilato.

WHY THE USWA IS INVOLVED IN ESOPS

What we consider to be short-sighted government policy has severely weakened the industrial sector of this country. As a result, many companies no longer want to invest or stay in the manufacturing sector. We view a properly structured ESOP to be a positive alternative to the resultant economic distress.

Massachusetts has been one of the leading states in helping employees determine if an ESOP buyout of a plant by its employees is possible. It is important that this support continue for both pre-feasibility studies and feasibility work. In the feasibility work I would include the services of attorneys, accountants, engineers, actuaries, appraisers and such, as well as people

skilled in training labor and management to work in an ESOP environment. I would ask that the requirements for achieving assistance from the state be as simple as possible and also provide for a quick response to requests for help. The USWA has participated in joint funding of some of these studies in other states. Where appropriate, we would like to have some input in the selection of the consultants that are selected to provide these

services. It is important that the state continue with and expand programs for these studies as well as for loan programs to employee-owned firms. With this support, the workers are able to compete with financially strong private investors.

TESTIMONY

(Excerpts)

TO THE

COMMISSION ON EMPLOYEE INVOLVEMENT AND OWNERSHIP

Glenn E. Watts
Former President
Communication Workers of America
March 30, 1987

(Speech to the Work in America Institute, 29 May, 1985)

Through QWL, union leaders can address the needs of a much larger percentage of their membership. Most significantly, our members gain from improved job satisfaction and a chance to affect their own jobs. In addition, the union can broaden its role in American society. During the early days of unionization, Labor struggled to gain its rightful share of the expanding economic pie primarily by reacting to management actions. Today we are in the midst of the transition to becoming the proactive innovator, sharing responsibility for the company's health in exchange for a commitment from management to take responsibility for the rights of workers.

Managing today is too important to leave solely to managers...Our challenge, therefore, is not merely to maintain QWL, but to extend it. We must expand the process by developing new, more progressive forms of joint decision-making in order to tap our richest creative power -- our workforce.

Through our experience, similar to that of the UAW and the Steelworkers, we have developed a labor/management relations model of QWL and -- we did this jointly with management. We now know that a good worker participation process involves the following basic elements:

1. Protection of worker rights, especially the rights to job

security and voluntary participation.

2. Separation of collective bargaining from QWL. QWL complements collective bargaining, but does not replace it.
 3. Equality between union and management. By this I mean the recognition and acceptance of each other's role and the development of a true partnership.
 4. The goal of a better work life for all -- not just of higher productivity for the company.
-

OWNERSHIP ASSOCIATES, Inc.

1783 Massachusetts Avenue, Cambridge, Massachusetts 02140 (617) 868-4600

Testimony before the Committee on Commerce and Labor - MA Legislature March 21, 1988

Christopher Mackin, Executive Director, Ownership Associates

My testimony before you today is offered from the vantage point both of a Commissioner who has served over the past year and a half on the Special Commission on Employee Ownership and Employee Involvement and as a practitioner in the employee ownership and involvement field where I have worked for the past ten years.

I have traveled to various corners of the Commonwealth with Dave, John and the other Commissioners to hear testimony from workers, managers and government leaders and I have witnessed personally and professionally both the promise and the downside risks associated with these important ideas.

My testimony consists of four basic points:

First, that these are in fact important ideas worthy of your attention and support.

Second, that there is a useful role for state government to play in introducing these ideas to the private and public sectors.

Third, that there are dangers and dilemmas associated with a state role in this area which need to be guarded against (and)

Fourth, that the high minded rhetoric about employee ownership and employee involvement you are hearing today should not cause you to lose sight of the history of institutions in the American workplace, such as union-management collective bargaining, that have achieved much of what we now know to be industrial progress. The ideas you will hear about today should be seen as supplementary or complementary ideas to those that have come before them - and not as replacements.

Regarding my first point concerning the merit of these ideas I would offer that employee ownership and employee involvement, properly structured, represent an advance in American thinking about the role of the American worker in the production of goods and services for today's economy. The simple command theory of management that dominated early American managerial practice is clearly in decline. Newer, more progressive models of how businesses should be structured so as to make use of the intelligence and good will of workers and managers have begun to take hold. Perhaps fortunately at this juncture, no one model of this new managerial philosophy can claim to be dominant.

Within this new wave of thinking about work organization are models that at their worst simplistically trumpet the company as a substitute "family" and that regard disagreement and dissent within

that family as failures of loyalty and on the other hand that at their best recognize workers and managers to be mature partners in their enterprise together who will have differences and disagreements but who can resolve difficulties through agreed upon procedures without losing sight of their common objectives for success in the marketplace.

On the campaign trail in Michigan late last week Governor Dukakis began to speak of the need for a true partnership between management and labor as the direction the American economy should be heading. Such a partnership reaches beyond, without being a substitute for, collective bargaining negotiation concerning wages and working conditions. For American industry to succeed in an increasingly competitive international marketplace, the details of this new partnership arrangement need to be spelled out. It is relatively easy to describe this new partnership in purely psychological terms, referring, as it were, to a new climate of cooperation at the shop floor. A genuine partnership, however, should be economic as well as psychological and should involve the extension of the full rights and responsibilities of ownership and not simply token participation to workers and managers. We have heard about both kinds of partnership in our time on this Commission and I can only hope that this Commonwealth will eventually promote models that stand up to the test of fairness and authenticity.

Regarding my second point concerning the usefulness of a state role in promoting these ideas, I refer primarily to my experience in consulting to a nearby state that can legitimately claim to be playing a leading role in promoting these ideas, the state of New York.

In the Fall of 1986, Governor Mario Cuomo formally launched the New York Center for Employee Ownership and Participation. This Center, now over a year old, has significantly raised the visibility of the issues of employee ownership and participation throughout New York State. In one years time, the Center has processed requests for assistance from over seventy companies throughout the state of every size and description, in basic manufacturing and in the service sector, in construction and in professional consulting services.

When the New York Center was first launched we shared a concern with our client about just what kind of market was out there for the Center's services. Would the high minded rhetoric that we helped to generate in New York meet up with a lonely echo when we hit the streets? Fortunately the answer has been no. It appears that for a combination of reasons including the drawing power of these ideas, the demographic characteristics of many privately owned businesses where principal owners were reaching retirement age, trust in the message of the Governor that these were in fact good and important ideas to follow and finally a reasonable budget that has enabled New York to bring on a qualified staff, that the idea is indeed spreading.

My third point relates to potential dangers and dilemmas that state governments have faced and will face in their efforts to encourage the implementation of these ideas. Because of a premium on my and your time today I will only mention two of these problems; one from the field of employee ownership and one from the field of employee participation. On the employee ownership front, imagine a hypothetical situation where the owner of a one hundred worker building materials manufacturing facility in Gardner that is not organized by a union decides to sell that facility to his employees.

Mr. Smith, we shall call him, approaches the state for assistance in bringing this sale about. Since the question of whether or not to buy the facility from Mr. Smith is one that should be seriously considered by his employees, who does the state turn to within the plant as the legitimate representative of the rank and file workers? The temptation or the easy thing to do in these situations is to deal with Mr. Smith's handpicked idea of management that would replace him and have that person lead the effort to buy out the company. That person, however, may or may not be the majority choice of the rank and file workers either to lead the buy-out or to manage the new employee owned company. Further still when the time comes in this hypothetical case to arrive at a fair value for the business who is the state government representing, the ostensibly generous seller or the ostensibly less financially sophisticated buyers - the employees?

Turning quickly to the case of a tricky state government role in the setting of an employee participation program let us once again imagine the same hypothetical 100 person non-union building materials facility in Gardner. Instead of selling this business to his employees Mr. Smith in this case merely wishes to introduce a participation program to change the culture of his organization. Maybe Mr. Smith's motives are genuine and he is interested in participation as an ethical end in itself but then again maybe Mr. Smith sees such a participation program as an alternative to a union drive that he knows has been in the works of late. At a seminar, sponsored by the private sector, I might add, this nefarious version of Mr. Smith learned that these kind of participation programs are just the ticket to keep unions away from your door. How should state government respond?

In both of these cases, of a potential ownership program and a potential participation program, the answer is the same. Regardless of one's private sympathies for the management or the labor participants in these dramas what is being proposed by a "neutral" state government are programs that are ostensibly about involving or including in ownership those who have up to this point not been involved or included - the workers. It is the workers point of view then more than any other point of view that must be taken by state government to insure that what is being proposed is in fact genuine,

financially sound and not a distraction or a diversion from a collective bargaining effort. It is not therefore a show of disrespect on my part to any of the other Secretariat's of state government to point out to this committee should insure that its Secretary of Labor, Paul Eustace and his staff be centrally involved in drafting the rules and procedures that will guide the future of the state center that is being proposed. Organized labor also, represented by the leadership of the Massachusetts State Labor Council and its President Arthur Osborn should be formally and fully consulted on these same rules and procedures. It is not favoritism but merely an appropriate division of labor that the Secretary of Labor and the President of the Mass. AFL-CIO be charged with the responsibility of seeing to it that these programs work in the interests of the group to whom they are primarily targeted, the workers of the Commonwealth of Massachusetts.

Finally and most briefly a word about the historical context of these ideas. A danger of Commissions such as these is the presentation of ideas and programs for action that give the appearance of re-making the world from the ground up. In fact, much in the evolution of labor management relationships has come well before us and much of that work and those institutions are not "broke" as they say. Collective bargaining, in this Commissioners opinion is the bedrock upon which all genuine efforts at industrial reform should be set. For workers and managers to be genuine partners in their efforts together they should both ideally have legally enforceable collective bargaining "standing" to put forward their programs for success without fear of reprisal. Only then will we be sure that what you have before you today is not simply a passing "fad" or fashion in American industrial relations but instead a genuinely progressive advance in defining the rights and the roles of workers and managers working together.

Parents angry over child rape

By The Associated Press

HOLYOKE — Parents from a Puerto Rican neighborhood filled a courtroom Friday to watch the arraignment of a teen-ager accused of brutally raping two boys from their community and assaulting a third in the past month.

"I am a very angry Spanish man," said Jose Hernandez, a spokesman for the family of an alleged victim and one of 150 people in the Holyoke District courtroom.

Ladale Strange, a 17-year-old high school sophomore, stood handcuffed between two guards as Judge William D. McDonough ordered him held without bail pending a psychiatric evaluation.

An innocent plea was entered on his behalf to two counts of rape of a child under 14, two counts of assault and battery with a dangerous weapon with intent to rape, and one count of assault with intent to rape.

"I think they shouldn't send him to the crazy hospital. He ain't crazy," a relative of an alleged victim said after the arraignment. "I don't think

that would be justice. They should give him what he deserves. You didn't see him look like he was sorry about it."

Among the audience at the proceeding were two alleged victims, both 8, and their parents. A third child lay in a Springfield hospital fighting for his life. The child was raped and beaten on the head with a brick Monday in an apartment house basement. Hampden County District Attorney Matthew J. Ryan said the 7-year-old was in a coma and "they're fearful he may not live."

Mr. Ryan argued that Mr. Strange had no roots in the community and would put other children's lives in danger if released, but added that the youth would be himself in danger if sent to the Hampden County jail.

Elaine Danaher, regional director for the Department of Youth Services, said in a telephone interview that Mr. Strange returned to Holyoke only a few months ago after more than three years in the DYS's custody for alleged assault and battery on a child.

The child's aunt said outside the courtroom Friday that her nephew was so frightened after Mr. Strange's release that the family moved out of town.

A woman who took Mr. Strange in for a few weeks after his release, however, said she believes police have the wrong man. "He treated my kids nicely," said Mary Jane Goggins of Holyoke. "He seemed nice to me."

Cheers and applause had greeted the announcement of Mr. Strange's arrest at a City Hall meeting Thursday night of more than 350 parents, most of them Puerto Rican. Police said hundreds of tips had poured in from the Hispanic community.

The first attack came March 16 on a youth who said he was lured into the basement of an apartment building by a young man asking directions to the post office. The boy said he was slashed in the knee and elbow by his attacker, and police said the child was sexually assaulted.

Another boy managed to escape after his attacker tied him to a fence on April 11.

Political Advertisement

Political Advertisement

Political Advertisement

ALL REGISTERED DEMOCRATS in the 10th CONGRESSIONAL DISTRICT

It is **OUR RIGHT** to select the delegates to the Democratic National Convention in Atlanta, Georgia!

We, Nick Roussos and Henry Carreiro, are not part of any old time horse-trading clique asking for your vote on a slate engineered by party professionals!

Dukakis delegates will be selected on Saturday, April 23 at the Massachusetts Maritime Academy in Buzzards Bay, 1 p.m. Please attend! We ask for your vote because we believe in keeping the system open to every Democrat and because we will better represent the interests of **WORKERS, SENIORS and VETERANS** at the convention in July.

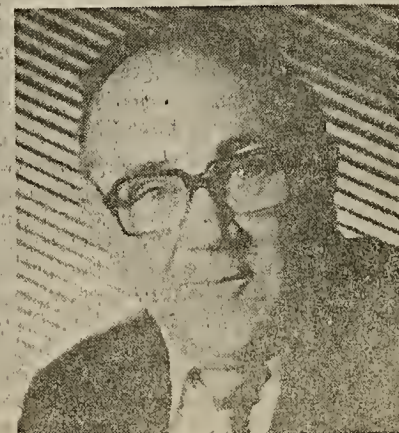
Please clip and save the directions ... for bus transportation and light lunch please call 617-997-7426.

DIRECTIONS TO MASS. MARITIME ACADEMY:

195 East to last exit (Wareham/Buzzards Bay exit). Go down Cranberry Highway (Route 28) through town a few miles. At set of lights before the bridge (at the train depot), bear right. Go to the end road to Mass. Maritime Academy on Taylor's Point Road. Gym is the first big building.



NICK ROUSSOS



HENRY CARREIRO



THE BOSTON CARMEN



THE OFFICIAL NEWSLETTER of THE BOSTON CARMEN'S UNION LOCAL 589 ATU

Published Quarterly



APRIL 1988

President/Business Agent's Report

by Tony Romano

Just over a year ago when I ran for President/Business Agent, many people asked me why I would want to give up a relatively secure position to take on the many headaches which come with the President/Business Agent's position. It was generally perceived that Local 589's future looked far from bright. The Management Rights Act had taken away our right to even bargain over such basic rights as seniority, subcontracting and bidding rights.

While it is undeniably true that Local 589 has suffered some of the worst setbacks in over its 75 year history as a result of the Management Rights legislation, I refuse to believe our situation is a hopeless one.

Five years ago Organized Labor in general was on the ropes. Concessions and givebacks were not only accepted but expected. Recently, we have begun to see that trend reversed, and workers have begun to win back some of their recent concessions. I am confident that with the support of all the members of Local 589 we can turn things around, maybe not overnight, but we can and will begin.

Over the past year we were able to negotiate the first new track work project performed by Local 589 members in years. Local 589 members proved with the linking of the new Orange Line that we could perform such projects cheaper and better than outside contractors.

We were able to convince the MBTA Management to conduct a system pick on the surface lines. While it was not exactly the way we would have liked it, we were successful in having Management reverse their decision.

We have begun negotiations on a new contract and are hopeful that we can bring back a contract to the membership that we all can be proud of.

If agreement has not been reached by the expiration date of the contract (March 31, 1988), the parties can call for mediation at that time under MGL Chapter 405. If an agreement cannot be reached during the mediation process (which can last up to 45 days), the parties will proceed to Binding Arbitration.

Your Union Officers will begin negotiating a new Pension Agreement over the next few months and given the strong performance and excellent returns our Retirement Fund has given us over the past few years, we are confident that we can negotiate substantive improvements to our Pension Plan without increasing contribution rates.

On the legislative front we have initiated a plan to right some of the wrongs inflicted by the Management Rights Act. While this certainly will be one of our toughest challenges, with your support I believe we can achieve some success in this area. We will never be able to overturn Chapter 581,

continued on page 6

589 Celebrates 75th Anniversary

Close to 500 people gathered on Sunday, November 15, 1987, to celebrate Local 589's 75th Anniversary. International President James LaSala, International Vice Presidents Mike Siano and Richard Branson, Secretary of Labor Paul Eutsace, Senate President William Bulger, MASS AFL/CIO President Arthur Osborn and Labor's designee on the MBTA Board of Directors William Irvin joined with other public officials, members of Local 589, and past and present 589 Officers in celebrating this historic occasion.

Local 589 began in a bitter and at times violent 6 week strike in 1912. That strike which was settled through the intervention of then Boston Mayor "Honey Fitz" Fitzgerald, the maternal grandfather of President John Fitzgerald Kennedy and Senator Edward M. Kennedy, saw Local 589 become one of the first public employee Unions here and in the country.

Citations from the Massachusetts State Senate, Governor Michael Dukakis, and from the Massachusetts House of Representatives were presented to 589's President/Business Agent Tony Romano. Plaques were also presented by International President, James LaSala and from the Toronto A.T.U. Local (who had 16 members in attendance).

The crowd in attendance enjoyed a festive evening of food and spirits and dancing to the "Voice of the Boston Bruins" Rene Rencourt and his orchestra.

When Is a Grievance Not a Grievance?

When you don't file it! If you feel your rights under the contract have been violated, the only way your Union can attempt to address the problem is if you file a grievance.

When processing grievances for over 4,000 active members, it is impossible for us to effectively handle grievances over the telephone. ALL GRIEVANCES MUST BE SUBMITTED IN WRITING TO YOUR BARN CAPTAIN. Your Barn Captain is the first step in the grievance procedure and all grievances must originate in writing at that level.

Grievance forms can be obtained at your location and your Barn Captain will be happy to assist you in filing your grievance if you need assistance. If you don't have a copy of Local 589's Contract, you can obtain one at the Union office.

LOCAL 589 is your Union. Put it to work for you!

Arbitration And External Law

By Richard Guiney,
Recording Secretary, Local 589

In January of 1983, Arbitrator James Healy added a provision to Local 589's Contract. This provision is called a Conformance Clause. As a result of this provision the permanent Umpire that resolves grievances between the Parties in grievance arbitration has the right to make a decision as to arbitrability of grievances that the M.B.T.A. say are covered by the Management Rights Provisions of Chapter 581.

The Union now has the added burden of proving that grievances placed before the arbitrator are not covered by the Managements Right Law, and that the grievance has merit, and the Authority has violated the contract. The Union has won of some cases and it has lost some.

It is important that the Membership understand that it is crucial to each and everyone of us that we change this law and restore free collective bargaining rights back to all M.B.T.A. employees.

The following is a chronological listing of Local 589 Arbitration Awards from January 1, 1987 to the Present.

CHRONOLOGICAL LISTING OF LOCAL 589 ARBITRATION AWARDS FROM JANUARY 1, 1987 TO THE PRESENT

January 12, 1987

While at work the grievant was harassed by some persons in a nearby car. Fearing assault, the grievant drove to a nearby police station where the verbal assailants threatened to press charges against him. The operator steadfastly refused to sign a written accident or incident report, and against orders, left the garage before superintendent had arrived. The operator was discharged for failing to complete the accident report form and abandoning his job. Holden ruled that he was not required to fill out the form without a lawyer. However, Holden found that his failure to wait for the superintendent and to meet with the Director were unjustified. Combining these factors with the grievant's poor absentee record, Holden found just cause for the discharge.

January 21, 1987

Between March and April 6, 1986 private investigators observed two collectors permitting customers to enter the station without paying and for this they were ultimately given a 2 week suspension. However no reports on the incidents were filed by the investigators until April 10, 1986, and the grievants did not receive notice of the charges against them until May 3, 1986. More than 15 days had elapsed from the initial sighting to the presentation of charges (allowing three business days for the investigators to convey their reports). Holden ruled that the discipline was invalid because it violated the contractual 15 day time limits requirement which Holden ruled is an essential element of due process.

February 12, 1987

The grievant took a physical examination to qualify for a promotion. During that exam, the physician discovered a "silent heart attack" and disqualified the operator from bus service. The grievant was given the choice of sick leave or a collectors position until an expert could more accurately assess his medical decision. The operator chose the former option. His second physical showed no evidence of a heart condition. He grieved to recover his sick leave. Holden denied the grievance. He ruled that the Authority's error was acceptable in this instance because it was "quite

properly" on the side of caution.

March 2, 1987

The issue in this case was whether days worked as temporary employees count as "working days" for vacation eligibility under Section 116. Holden found that Section 116 made no distinction between regular and temporary employees and no change in the contract with regard to vacations of temporary employees after the MBTA received the right to hire them. For these reasons the grievance was sustained. (Although the original grievance refers to only one employee, ultimately other employees affected by the award were made whole for the vacations they had lost).

March 19, 1987

Arbitrator Holden was persuaded that the damage to the grievant's bus occurred while he was operating the bus, and he rejected the contention that an improper investigation had taken place. He also reaffirmed his prior ruling that discipline need not begin a new with each different type of offense but may properly be based on an accumulated sum of diverse offenses. The grievant's seven day suspension was found to be justified.

March 31, 1987

While picking up his uniform, the grievant noticed that he had been issued a two year's allotment of clothing (a double issue of everything but a jacket). Holden found that the contract, though clear, required no annual issue so long as the double issue every other year was completed. The neutral awarded the grievant an additional jacket. The impact of the Healy award, which removed the issuance of uniforms "as needed" language of the contract, is discusses in this award.

April 27, 1987

Holden, had ruled, in 1982, that certain track work performed in that year with federal assistance was covered by a 13 (c) agreement which guaranteed the work would be done by Local 589 members. Upon returning to Holden in this case for a remedy, the union also sought back-pay for 1982 in the amount of \$20,000.00. The neutral found that, beginning in the Fall of 1984, the 13 (c) agreement had been altered by the MBTA and DOL to exclude the work preservation guarantee. Arbitrator Holden was persuaded that members of the maintenance department were available, and would have received overtime had the Authority not subcontracted out this rail maintenance work in 1982. The unit was awarded \$20,000 to be divided among the various classifications. No discernible rational for excluding back-pay for 1983 and 1984 was evident in the award.

April 30, 1987

The grievant missed two days of work as a result of an assault. The Authority was willing to pay for this time as sick leave; but not as aggravated assault pay. The grievant sought aggravated assault pay without charge to his sick leave bank. The two days fell within the waiting period before Workers Compensation can be paid. Citing earlier awards which provided assault pay only in cases were workers' compensation was also paid, Holden denied the grievance.

May 11, 1987

The grievant, who had a poor absentee record, claimed to have be-

continued on page 5

Report from the Delegate of Rapid Transit

by Frank Madden

During my first year in office I have concentrated on three main areas of responsibility. First: the improvement of grievance handling and services provided for our members. Second: participation in the large labor councils and on committees of the AFL-CIO (we will need the assistance of these organizations in our legislative efforts). Third, is the political area, the most critical area regarding Chapter 581.

Each month at the union meeting I give a detailed report of my activities. The following is a synopsis of these reports:

January 1987 - Cold cars have been a problem since I've worked in Rapid Transit, over twenty years. With the cooperation of the Director of Operations we started a program to correct this situation. New weather stripping and heaters were installed in many cars this past year. The situation isn't perfect yet, but complaints have been greatly reduced. We will continue to work on this problem.

February 1987 - I was elected to the Democratic Convention as a Delegate. I also participated in the Norfolk County Labor Council as a Delegate, which will allow our Union to be involved in the endorsement process for South Shore Legislators.

I toured the Money Room in Charlestown to better understand the counting procedures for Collectors' deposits.

March 1987 - Due to complaints of our members at Alewife Station, I contacted Dr. Howard Frumkin of Harvard Medical School and Richard Youngstrom an Industrial Hygienist. Response to our notice for members to submit statements has been disappointing. If you work at Alewife Station and have any symptoms of illness, please send a statement to me at the Union Office.

April 1987 - The Executive Board voted to join Mass COSH (Massachusetts Coalition for Occupational Safety and Health). I learned of this organization through Dr. Frumkin. Mass COSH will test hazardous materials and perform other related services for us at no charge.

We also continued to meet with the Authority on the Sheets in R.T.L., our bigger problem.

May 1987 - I was elected to the Braintree Democratic Town Committee.

I sent notices regarding picking procedures in Rapid Transit with suggestions on protection for our members.

June 1987 - Stopped the Authority from breaking in Carhouse Re-

pairmen to operate trains at Codman Yard.

Attended Democratic Convention — lobbied for our legislative agenda.

July 1987 - Corrected safety problems at Cabot Shop for yard motormen.

Stopped Authority from using motormen to open front two cars on six car trains.

Won grievances on flagging for Blue Uniform employees.

August 1987 - Collected grievances and back pay for Rapid Transit Members totalling over \$60,000.00.

September 1987 - Settled grievance on Pass Program making all Collectors eligible to bid on this work with Seniority.

Attended classes at George Meany Center, Washington, D.C.

Set up program with Authority to maintain heater/air conditioners in Booths for Collectors.

October 1987 - Worked on Contract Proposals Attended AFL-CIO Convention.

November 1987 - Filed for Arbitration for First Night, (employees required to work past 2:00 AM).

Also, Arbitrations on missing bags and robberies of Collectors.

December 1987 - Negotiated two new shifts for yard motormen, one at Forest Hills and one at Alewife Station.

Hundreds of grievances are filed during the course of the year, if they are not resolved, I have introduced them in Contract Negotiations.

During the year, I attended the regular monthly meetings of the Greater Boston Labor Council. I am also active on several committees with the AFL-CIO.

I participate as a member with the Democratic Town Committee of Braintree and have worked in the campaigns of many local representatives. I have recently been elected for the second time to the Democratic Convention.

To represent the Rapid Transit Division with 1,400 members in over a dozen classifications spread out of over four lines, is a challenging, but rewarding experience.

I never forget the trust you have placed in me, it's an honor to represent my fellow employees.

Important Decision:

Job Related Accidents are covered once you have been out 5 days (FIVE). This 5 day period includes days off. If you are injured and you are denied payment by the Company, please see your Barn Captain or call the Union offices.

THE BOSTON CARMEN'S UNION

LOCAL 589 ATU AFL/CIO

Headquarters:
80 Boylston St. (Rm. 430),
Boston, MA 02116
Tel. 542-8212

Local 589 Officers

PRES./B.A. Tony Romano
VICE PRES. James W. Duchaney
FIN. SEC. - TREAS. John J. O'Leary
RECORDING SEC. Richard J. Guiney
ASST. SEC. Richard M. Murphy

Executive Board

DIV. 1 James E. Lydon
DIV. 3 George D. Campbell
RTL Frank X. Madden
RS & S Stanley V. Stearns
MAINT. James E. Flaherty

Support Local 1044 Glaziers & Glassworker Union — Boycott Settles Glass

Local 1044 has been on strike against Settles Glass since October 16, 1987! Settles has employed scabs to cross picket lines.

Support your fellow Union Members. Boycott Settles Glass throughout Massachusetts.

Fight for the Prevailing Wage

Massachusetts Building Trade Unions will face one of their toughest challenges in the Fall as a referendum to repeal the State's Prevailing Wage Law will be on the Ballot. The Prevailing Wage Law makes it difficult for non-Union contractors to obtain publicly funded contracts by substituting cheaper non-Union and often out-of-State labor for Massachusetts Union members.

Support our Brothers and Sisters in the Building Trades, stop the Union Busting, and vote to maintain the Prevailing Wage Law!!!

Outstanding Arbitration Cases

The following grievances have been taken to arbitration by Local 589, and we are awaiting a decision on them in the near future:

RESTRUCTURING CASE

Local 589 claims that Maintenance and RS&S employees "red circled" were not getting the proper rate of pay as required under Local 589's contract with the Authority. At stake is thousands of dollars per employee going back to 1981.

LRV TRUCK JURISDICTION

LRV trucks being shipped from the Riverside RS&S Department to the Everett Shops where the Authority wanted to have another Union perform the rebuilding of the trucks which had always been Local 589's work. Even though Local 589 was able to convince the Authority to continue to have our members do this work, the Union is still contesting the Authority's actions.

HOT CARS

Operators were suspended for refusing to operate Street Cars without air-conditioning or ventilation during an extended streak of hot weather during the Summer of 1987. The Union's position was that this is a health and safety issue and, as such, the operators were justified in their actions.

NIGHT OVERTIME DIFFERENTIAL

Local 589 has claimed that employees who work the all-night shift on overtime should receive the 15% night differential employees receive when working such shifts on a regularly scheduled basis.

RS & S "MOTHER HOUSE CONCEPT"

The Authority was refusing to honor the past practice of awarding Overtime and Vacation based on seniority in the Green Line Shops.

Arbitration And External Law continued from page 2

come ill on the job and left work. Holden, sustained the Authority's discharge on the basis of the grievant's absentee record, and because he did not believe the grievant was ill.

May 18, 1987

The grievant was incarcerated for DWI while off-duty and requested a leave of absence to serve his jail term and was denied by the Authority. Following the Ruiz case, Holden held that the granting of leaves of absence was completely discretionary. The discharge, due to absence for jail confinement, was upheld.

May 19, 1987

Having previously decided in an earlier case that the Authority had the right to combine the classifications of Stock Clerks and Stockmen into Roving Stockmen, Holden, in this case was called upon to decide with respect to the Union's claim that the combined job was entitled to a higher rate of pay. He ruled in the Union's favor, and provided for a 3% increase, retroactive to November of 1981.

June 4, 1987

The operator was discharged on the basis of an accident in which a young bicyclist was killed. Holden granted the grievance, ordering him reinstated with full back pay. In so, doing, he relied primarily on his view of the accident scene, and on his conclusion that under cross-examination the State Police officer, who sought to prove that the operator was speeding, was shown to be a witness who could not be believed.

June 16, 1987

The grievant was discharged on the basis of his attendance record, the discharge having been triggered by an incident in which the grievant failed to return for his second half, claiming he was ill. Holden set aside the discharge, and ordered reinstatement with full back pay. In so doing, Holden made it clear that the Authority cannot apply its attendance policy by simply adding up the numbers of absences. It is required to investigate the circumstances of the absences, to give the employee an opportunity to explain the reasons for the absence, and to give weight to the fact that the record shows a substantial period in which the employee's absentee record was good.

September 25, 1987

After Holden's award in the prior case, Christopher was prohibited from picking work at Arborway on the ground that after the hearing in the prior case he had threatened an Arborway inspector who had testified against him. The Union claimed a violation of time limits in the imposition of this discipline. In his decision Holden reaffirmed his prior rulings in the Harewood and Gratton case about the importance of the Authority's compliance with the 15 day rule in the contract. However, he ruled that in this instance the Authority had advised Union representatives that discipline would be imposed immediately after the alleged incident, so it was excused from compliance with the rule in this case. (The grievance was not tried on the merits because at the hearing on time limits the grievant stated he did not wish to work at Arborway at this time).

January 26, 1988

The main issues in this case at the outset arose out of the Authority's claim that: (1) Spare Inspectors are not covered by the 589 contract, and (2) Ch. 581 removes the subject of vacation picks from collective bargain-

ing. Holden decided in the Union's favor on both issues. He ruled that Spare Inspectors are covered by the 589 contract, and that Ch. 581 does not remove the subject of vacation picks from collective bargaining. He did rule, however, that the recent amendment of Section 116 did not apply to protect the picked vacations of operators who thereafter are rated out as spare inspectors. His ruling on this point does not apply to operators who are temporarily assigned as Spare Inspectors.

Section 231 Suspension or Revocation of License.

The main issue in this case at the outset arose out of the Authority's claim that: (1) Ch. 581 removes the subject from collective bargaining. (2) Temporary assignment-The Authority argues that under the facts and circumstances of this case, Sec. 231 does not require that the grievant be assigned to a non-operating position temporarily, and a reassignment for a period of two years cannot be considered temporary. The arbitrator ruled the grievance was arbitrable. The Authority violated Section 231 of the contract by not assigning James Breen to a non-operation position. Mr. Breen shall be assigned forthwith and shall be made whole for all benefits lost retroactive to April 17, 1987.

February 15, 1988

An Operator with over 20 years service had his driver's license suspended for operating a vehicle under the influence of alcohol. Even after undergoing treatment for an alcohol problem, the Authority refused to reassign the Operator to a non-operating position.

Holden found that the Operator should have been assigned to a non-operating position until his license is restored and that the grievant shall be made whole retroactive to April of 1987.

March 17, 1988

A Bus Operator at Albany Street had a minor accident on April 17, 1987. He heard nothing further about the incident until June 9, 1987, when he was told that the accident had been adjudged a preventable accident.

The Operator grieved the matter citing the Authority's failure to conduct their investigation of the matter within the time limits contained in Section 104 of the Contract.

Holden agreed with the Operator's position and set aside the discipline imposed by the Authority.

Foremen Doing Bargaining Unit Work

The Union in 1985 grieved the Authority's practice of assigning repairman's work to foremen at the Wellington Carhouse. The Arbitrator found that the Authority had the right to assign bargaining unit work to foremen at the Wellington Carhouse after January 15, 1983.

Problems With Workmen's Compensation or Health Benefits?

Local 589 has recently appointed two officers to coordinate problems in these areas. Any question in these areas should be directed to:-

Richard Murphy - Workmen's Compensation

Richard Guiney - Medical Benefits

You can reach these coordinators through the Local 589 office at 542-8281.

President/Business Agent's Report continued from page 1

but we certainly can try to rectify some of the abuses that this BILL has brought about. We have set up a Joint Council of all the MBTA Unions to work on this effort, and we will keep you informed of our progress in this area because in the future we will need the help of all members in this area.

Local 589 did introduce a resolution opposing the Management Rights Act at the Massachusetts AFL/CIO Convention. This resolution was adopted in its entirety on the convention floor, and it should prove to be very helpful to us in the future. In addition, as a Vice President of the Massachusetts AFL-CIO, I have received assurances of support from all the AFL-CIO leadership.

After a full year in office, I am more confident than ever that Local 589 can once again be the proud organization it was known as in the past. If we all work together, we can turn things around. This newsletter is one example of how we hope to reach out to all the members of Local 589 and enlist all of you in our battle to make the MBTA a better place to work for all of us.

It will not be easy, but good things usually never are.

MASSACHUSETTS AFL/CIO CONVENTION RESOLUTION NO. 21

Repeal of Chapter 581

Whereas: Chapter 581 of the Acts of 1980 has removed critical elements of wages, hours and seniority from collective bargaining on the M.B.T.A.; and

Whereas: Many of these subjects, such as the assignment of overtime, have been negotiated between the M.B.T.A. and its employees for 75 years; and

Whereas: Managers and supervisors of the M.B.T.A. have used Chapter 581 as an excuse to ignore over three-fourths of union agreements on the M.B.T.A. repeatedly ignoring arbitration awards; and

Whereas: The automatic cost of living clause outlawed by Chapter 581 use to provide fair and reliable adjustments of the wages of the M.B.T.A. employees; and

Whereas: The M.B.T.A. management has used Chapter 581 as a excuse to lay off union, and do not pay a fair wage to their employees; and

Whereas: M.B.T.A. management may negotiate and resort to arbitration to achieve any reasonable changes in its union contracts;

Therefore Be It Resolved: That Chapter 581 of the Acts of the Commonwealth of Massachusetts of 1980 shall be amended by the Great and General Court, by removing Sections 8,9 and 15, and thereby restoring full, free collective bargaining for all employees of the M.B.T.A.

(Submitted by Anthony Romano, President Local 589 and Vice President Massachusetts AFL-CIO).

Members Register & Vote

John J. O'Leary Fin-Sec-Treas.

IF YOU OR A MEMBER OF YOUR FAMILY HAVE NOT REGISTERED TO VOTE, PLEASE DO SO. YOUR COLLECTIVE BARGAINING RIGHTS WERE SEVERELY IMPAIRED BY BILLS #405 & #581.

We have been attempting to right those wrongs in court and arbitration at great expense to you. The sure way that we can rectify these abuses i.e. the right to assign without regard to seniority, C.O.L., abuse of part timers, equal opportunity for all is to pay heed to a past President of the A.F.L. Samuel Gompers, who said of our political views, "We shall reward our friends and defeat our enemies" is as meaningful today as it was then.

Your officers extend a plea to you, get involved, register and be able to vote so that we may be a force for implementation of beneficial legislation and, to be in a position to defeat our enemies. It is simple to register: go down to your City or Town Hall.

Your Pension Dollars At Work

It seems that we are hearing more and more talk these days about the shortage of affordable housing. The M.B.T.A. Retirement Fund has made a commitment to this problem by providing the construction financing for The Back of the Hill project. This project is made up of 164 townhouses which will be built by 100% union labor, and will be sold well below market rates to first time home buyers.

The development which is located at the intersection of Health Street and South Huntington Avenue, came about through the combined efforts of the Bricklayers and Laborers not profit Housing Development Corp. and City and State Officials. It is one of the largest projects of its kind in the country, and you are bound to hear more about it as work progresses.

The Retirement Fund's commitment to fund the construction loan is structured in a way which not only guarantees the availability of the funds needed for the project, but it also gives the Retirement fund a decent return on its investment.

There will be a lottery conducted later on this year to determine eligibility to purchase the units. The units will be priced from the mid \$70,000's depending upon the size of the townhouse which range from one to three bedrooms. All M.B.T.A. Employees will be notified by mail as to when the lottery well be held.

We'll keep you posted as things progress.

Important

Richard Murphy, Assistant Secretary Local #589

When you make full-time, you have to go back to the Benefits Section of the MBTA to sign up for your added benefits. The Benefits Section is located at the Transportation Building, 10 Park Plaza, on the eighth floor. Hours of the Benefits Section are:-

Monday thru Friday
8:30 a.m. - 3:30 p.m.

When you move, please inform the Union office of your change of address.

MASSACHUSETTS AFL/CIO
DUKAKIS LABOR CANDIDATES

1st C.D.

Dick Courtney, B.A. UFCW #1459
732-6209
caucus site: Northampton High School

2nd C.D.

Ed Collins, Bus. Mgr., IBEW #455
V.P., Mass. AFL/CIO
733-7398
caucus site: Elms College, Veritas Hall Bldg.,
Chicopee

3rd C.D.

John Laperle, Sec.-Treas. UAW #422

Thomas Berthume, Sec. of Labor/UAW (alt.)
872-0141
caucus site: Sac Park, Lake St., Shrewsbury

4th C.D.

Ron Alman, Regional Director, ILGWU
Ida Cabral, President ILGWU #178
Steve Souza, B.A., UFCW #328
Pres., Fall River C.L.C.
674-5762
caucus site: Attleboro High School, Attleboro
Willard High School, Attleboro

5th C.D.

George Woods, Machinists Lodge 1726 (Alt.)
569-5878
caucus site: Smith Baker Center,
Merrimack St., Lowell

6th C.D.

Paul Devlin, President, Mass. Fed. of Teachers
Vice Pres. Mass. AFL/CIO
432-3342
caucus site: Peabody High School,
Lowell St., Peabody

THE WORKING SLATE

7th C.D.

Robert Haynes, Ironworkers Local 7
Sec.-Treas., Mass. AFL/CIO
Paul Eustace, Secretary of Labor/Machinists
Nancy Mills, Exec. Dir., SEIU 285
Vice Pres., Mass. AFL/CIO
Tom Gosnell, (alt) V.P., Boston Teachers Un.
MFT/AFL/CIO
Carol Donovan - M.T.A.
Dottie O'Malley - Women in Construction
Patricia Chisholm (alt)
caucus site: Malden High School

8th C.D.

Still To Be Determined
Possible candidate - Yet to be determined.
Call Richard Rogers (617) 227-8260 for
further information.

9th C.D.

Ed Doherty, President, Boston Teachers Un.
MFT/AFL/CIO
288-2000
caucus site: Dedham High School,

10th C.D.

Busse - Officer - Pontic - ...

11th C.D.

Kevin Cotter, Bus. Mgr., Plumbers Local #12
288-6200
caucus site: North Weymouth High School
1051 Commercial St.
East Weymouth

D 18-2
3-

*Jackson Board 700
7 P-4*



MASSACHUSETTS MEDICAL SOCIETY

1440 Main Street, Waltham, Massachusetts 02254-9118 (617) 893-4610 WATS 1-800-322-2303

17 March 1988

Mr. Martin V. Foley
Director, C.O.P.E. and Legislation
MA AFL-CIO
8 Beacon Street, 3rd Floor
Boston, MA 02108

MARTY
Dear ~~Martin~~:

Per our conversation, I think it might be useful to arrange a series of meetings between the leadership of the AFL-CIO and the leadership of the Medical Society for the purpose of discussing the so-called "non-par" legislation and its ramifications for both labor and physicians.

We would be happy to meet at your convenience, however Tuesdays and Wednesdays are the best days for Dr. Siragusa, president of the Medical Society to meet. A meeting with him can be arranged through Michele Boutin at the Medical Society. We look forward to hearing from you.

Sincerely,

Andrew S. Hunt
Senior Government Relations
Advisor

ASH:mjb

From the desk of...

ARTHUR R. OSBORN
President and Education Director
Massachusetts AFL-CIO

Thurs
Dohr
Phinney

us Dept of
Labor

P/w Stearns

Operating Engs

for Mass

Special
Cope
Specimen
Jic

From the desk of...

ARTHUR R. OSBORN
President and Education Director
Massachusetts AFL-CIO

Attend U.P. Summer Graduate
Cope Repair Conf.

AFCME 1736 Auditorium
Met with HGC
P/w

Met with Citizens Action Committee
Formerly - Fair Share

BRA Sports Museum

Chicopee Dick Abdon
Charlie Thompson off track

Met with Jewish
Labor Community

Corporate Convention
St Pat's Holyoke Parade

W/C Advisors Tucker
Interviewing
Assemble - 103 Harvard
Add from Labor

OVER

prevailing

B.T.'s Mervin
Springsfield

Harvard - Jerry
McEntee

Worcester c/c
Leg Breakfast

Merry Crapp

Meeting
W/ays Comparing

Evelyn Murphy
Board Report - General

Tom Derry

J + PA - Estate

B.T.'s Walsh
Regressive

ASTA worker Convention
~~Photo~~ Sheraton Hyannis

Ben Condon

The Boston Globe

Founded 1872

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Strength through sharing

The Legislature has an opportunity to strengthen the vigor and durability of smaller-sized corporations by encouraging managements to broaden employee stock ownership and participation in decision-making. It can make the most of this opportunity by establishing a special commission that would encourage this process through workshops and information programs that will, in the long run, make better businesses and generate more revenues for the state.

Eight public meetings around the state, and public hearings last month before the Joint Committee on Commerce and Labor, have demonstrated strong support for the commission, including firm endorsement by the Dukakis administration. While passage might seem assured, budget pressures might threaten the bill because of the \$400,000 proposed for staff and continuing operations of the commission. The Legislature should regard the amount as an investment rather than an expenditure since a benefit-cost analysis of the program predicts a more than 30-

fold increase in tax revenues from the program.

More important than the tax implications of the program is the gain that can be expected among participants in it. Many smaller corporations, headed by older owners nearing retirement, are confronted with either disruptive sale to another owner under difficult negotiating circumstances, or even liquidation. Employee stock ownership plans would reduce the danger of such disruptions and provide for smoother management transitions over time.

Furthermore, expanded employee participation almost always produces better business operations through reductions in absenteeism, turnover, grievances, sick leave and stress. Labor-management relations overall tend to improve.

Backers of the proposal, like John Simmons of the UMass-Amherst Center for Labor Relations and Research, point to successful models in New York and Ohio, and parallel proposals in other states. The concept clearly represents potential gains for dynamic smaller corporations.

Legal Counsel to refer questions about
EI & O bill to (for Labor Council Meeting)

Larry Englestein
Angoff Goldman Wanger,
Manning, Pyle, Hiatt
44 School St. 9th floor
Boston, MA 02108

(617) 723-5500

Reminder:

RALLY FOR 10TH ANNIVERSARY OF
~~THE~~ DISTRICT #65 ON CAMPUS AT
BOSTON UNIVERSITY. MAY 5TH
AT 6pm. Possible Strike
AT BU ON July 1. need our
Support.

TO: Everyone interested in the American Family Celebration (AFC)
FROM: Joanie Parker, AFC Coordinator for the New England Area(354-2283)

HOW ARE WE GOING TO GET THERE?

TRANSPORTATION INFORMATION FOR THE AMERICAN FAMILY CELEBRATION



TRAIN-The American Family Celebration Coalition has reserved 220 seats on the regularly scheduled AMTRAK (making all the regular stops). These seats are available to anyone on a first-come, first-serve basis. Call 354-2283 immediately if you want seats because they are going fast. Groups and individuals are welcome.

YOU MUST PAY FOR THE SEATS BY FRIDAY, APRIL 29

The schedule is: Lv. BOSTON- Fri. May 13 -10 00pm from South Station
Ar. WASH.- Sat. May 14- 8:10am at Union Station
Lv. WASH.- Sat. May 14- 10:20pm fr. Union St.
Ar. BOSTON- Sun. MAY 15- 8:05am at South St.

Cost: ADULT - \$78.00

CHILDREN under 12 - \$36.00

One ticket is free for every 16 adult tickets.

BUS-Seats are available on 1 bus (46 seats) I have chartered for any individuals or small groups to use. CALL ME IMMEDIATELY TO RESERVE ANY OF THOSE SEATS.

You can charter buses from Boston with BRUSH HILL BUS CO or from Springfield with PETER PAN CO (Greyhound is booked). If your group wants to charter a bus, CALL NOW.

I would like to know if you are chartering a bus and have extra seats for others. Call 354-2283 to let me know if you have seats available on a bus you chartered or if you want seats on an already chartered bus.

TO CHARTER A BUS:

Group Desk Phone : BRUSH HILL: 1- 800- 343-1328

PETER PAN: 1-800- 332-8995

Capacity : 46 people

Cost : For round trip to Washington:

From BOSTON : \$1606.00 (\$35.00 per person) - 8 1/2 HRS.

From SPRINGFIELD : \$1587.00 (\$37.00 per person) - 7 HRS.

To confirm, deposit = \$100.00, refundable up to 7 days.

Payment in full 2 weeks before.

AIRPLANE - USAIR roundtrip fares IF YOU STAY OVER SAT. NIGHT are \$134.00. Some seats are still available.

VANPOOLS/CARPOOLS - If you want to drive or go by car or van, call me so I can coordinate cars/vans and riders.

*** Every train, bus, plane, car and van carrying participants must have a Captain. Please call me with CAPTAINS' NAMES so I can send them the CAPTAINS' INFORMATION KIT (phone # 354-2283).

Ex. Off

MASS AFL-CIO Host A

Reception For Senator Kennedy

+ PARTICIPANTS AT The ~~B~~ Lawrence

Strike PAINTING Opening. Cost

will be AROUND \$300-500.

Bannon Research

Specialist in Opinion Research

To: Arthur Osborn, President, Massachusetts AFL-CIO
From: Brad Bannon, Bannon Research
Subject: Survey Research Strategy for Prevailing Wages Campaign
Date: February 2, 1988

The first step in the survey research process for the AFL-CIO's prevailing wage campaign is a baseline survey of 15 minute interviews with a statewide random sample of 400 registered voters. The purpose of the baseline survey will be to measure the current level of support for the AFL-CIO position on the prevailing wage question, to identify the campaign arguments that will most effectively increase support for the AFL-CIO position and to target the regional and demographic subgroups in the state's voting population that are most open to persuasion when they hear the arguments that we will make during the course of the campaign. Once I conduct the survey I will work very closely with AFL-CIO staff and campaign consultants to make sure that we maximize the cost effectiveness of campaign expenditures by sending the right kind of message to the right type of persuadable voter. The cost of the baseline survey will be \$15,500.

At least twice during the course of the campaign, I will want to conduct seven minute tracking surveys with a statewide random sample of 400 registered voters to monitor the effectiveness of our communications and field operations. The cost of each tracking survey will be \$12,500.

I am sure that the experience that I have had as a pollster and strategist in successful referendum campaigns in Massachusetts will serve your campaign effort very well. In 1986, I polled for the Massachusetts Teachers' Association in its successful campaign against state aid to private and parochial schools. In 1986, I also worked for Citizens for Choice in that group's successful campaign against the prohibition in the use of state funds for abortions.

I have a great deal of additional polling experience that will lend itself to the AFL-CIO's campaign effort. In 1986, I polled for Evelyn Murphy in her successful race for Lieutenant Governor. In 1984, I polled for the Boston Herald and in that capacity, I was the first pollster to demonstrate that Ray Shamie had overtaken Elliott Richardson in the Republican primary election for the United States

DRI Data Resources

24 Hartwell Avenue
Lexington, Massachusetts 02173
Telephone 617/863 5100

March 23, 1988

Arthur Osborne, President
AFL/CIO
8 Beacon Street, 3rd Floor
Boston, MA 02108

Dear Mr. Osborne:

I enjoyed meeting with you and your colleagues from the AFL/CIO Council last week.

We appreciate the opportunity to submit to the AFL/CIO Council this proposal for a study on the economic impact on repealing the Prevailing Wage Law in Massachusetts. The proposal will address the costs of public construction projects and resulting economic impacts of possible cutbacks in wage rates on public construction projects. The proposed study will be an objective analysis building upon DRI's models of the Massachusetts economy, based upon assumptions specified by DRI to reflect the scenarios of interest to the AFL/CIO Council.

An overview of the issues facing the AFL/CIO Council and the objectives of DRI's effort are described below. Project management, timing and costs are also detailed. We can discuss the assumptions to be used in the additional analysis and other matters relating to the contacts after you review this proposal.

OVERVIEW

A referendum has been placed on the ballot in Massachusetts this fall to repeal the Prevailing Wage Law requiring that wages paid persons employed by public works are not less than wages locally under existing collective bargaining agreements. Under the proposed law, the Commissioner of Labor would no longer set wage rates of employees of contractors, and remove the Commissioner's right to set wage rates of operators of vehicles and other equipment engaged in the public works.

The passage of the referendum would allow contractors to pay less than union rates, thereby reducing the total costs of a project. The repeal of the law would also encourage workers from states where lower-waged construction employment is abundant to be imported to Massachusetts by large contractors.



Letter to Mr. Osborne
March 23, 1988
Page -2-

Therefore, the outcome of the referendum is of critical importance to the future of the union construction workers in Massachusetts.

The AFL/CIO Council needs to quantify the economic impacts of this passage of the referendum, including answering the following questions:

1. How much of public construction spending is allocated to wages?
2. How much money would a 10% reduction in wage rates and other labor costs save? (How would it be used is conjectural and open for debate.)
3. How much state money versus city and town dollars is spent on construction projects? How much city and town money would be freed up for other spending?
4. What are the dollar impacts to the taxpayer and the revenue implications to the state and city governments?

To assist the Council in evaluating the economic impacts of the repeal of the Prevailing Wage Law, DRI proposes to produce a study which answers the aforementioned questions. Drawing on our professional staff, databases and models and applying a set of assumptions to our simulations, DRI will provide the Council with an objective analysis.

APPROACH

Data Collection

DRI will begin the process by first ascertaining how much money is actually spent on State and local government funded projects. Next, we will determine the proportion allocated to wages. Information on other states where a similar law has been repealed will also be researched.

Letter to Mr. Osborne
March 22, 1988
Page -3-

Models

Once the assumptions to be used are determined, the DRI project staff will simulate the Massachusetts model determining the multiplier effects on the state economy. This simulation will measure the changes in public and private sector employment, resulting from lower wages in the construction industry and lower personal income resulting from increased use of out-of-state workers. The model results will provide the cost impacts for the state and taxpayers and will also include an estimate of change in government tax revenues.

As another option, we could localize the impacts to a metropolitan and county level. For purposes of this proposal we are assuming the state impacts are sufficient. It is important to note here that the assumptions to be used (i.e., a 20% wage reduction) must be approved by the DRI project managers for reasonableness.

The DRI project team will analyze the results of the simulations and produce a report on the economic impacts to the AFL/CIO Council. Obviously, we cannot predict in advance the conclusions that will emerge from this analysis. At your discretion the DRI report can be made public as part of the debate on this topic or used privately within the Council as an input to policy discussions. In either case, we are confident that a high quality analysis of this issue from the objective basis of our models and research can be a valuable contributor to your strategy on this topic.

Timing and Costs

The timing of the implementation of this proposal depends on when a contract is signed. The project will take approximately four weeks to complete.

There are two kinds of fees associated with this proposal: consulting and subscription. Any presentations relating to the report after final delivery will be charged at hourly rates.

The consulting charges include labor changes associated with this research effort, data collection, managing the models, simulation and analysis. The subscription fees are for the use of DRI Input/Output Model, Regional Model and associated databases.

Letter to Mr. Osborne
March 23, 1988
Page -4-

Consulting	\$ 20,000
Subscriptions	\$ <u>10,000</u>
Total	\$ 30,000

Extra Consulting:	Director, Regional	
	Services	\$ 250/hr
	Project Manager	\$ 150/hr
	Senior Economist	\$ 125/hr
	Economist	\$ 100/hr
	Researcher	\$ 75/hr

Project Management

Don D. Walls, V.P. Regional Service will be the officer in charge of the project with responsibility to review assumptions and conclusions. Judy Hybels, Managing Consultant of the State and Local Government Group, will be project manager. Doug Poutasse, Senior Economist of the Regional Information Service, will provide the model management and simulations. Scott Jones, Consultant, will assist in collecting the data.

Please feel free to call me if you have any questions regarding this proposal. We look forward to working with the AFL/CIO Council on this challenging project.

Sincerely,



Tina Huston
Director, Business Development
State and Local Government Practice

TH/sma

cc: Doug Poutasse
Judy Hybels

TO: Arthur & Bob
FROM: Marty, Margaret & Richard
RE: COPE endorsements
DATE: April 14, 1988

Because of the vast demands of time and energy that the prevailing wage campaign is placing on the the office, we wanted to begin preparations early for our endorsement session. Here is our plan -

We are in the process of updating all of our legislative voting records. The lists of candidates for office should be available from the Secretary of State's Office by the first of June. Both should be ready to be sent out to all CLCs by the first of June.

There are two ways that we can send out voting information: the easy way or the hard way. The easy way would simply be to send to all CLCs a list all incumbents and their roll percentage. The hard way would be to send to the different CLCs copies of the voting records of incumbents in their district.

Either way, we would include in this packet a copy of the rules governing Committees on Political Education of state and local central bodies as issued by the AFL-CIO Executive Council, mentioning Rule #43 for state bodies [state's are limited to endorsing candidates for the legislature, state-wide offices and ballot questions and placing special emphasis on Rule #42 for local bodies [endorsement procedure]!!! We would request that each CLC hold their COPE meeting in June. After their meeting, they would forward to us a list of those candidates they are recommending for endorsement by the state fed.

We would then compile these recommendations and have a list of all recommended endorsees ready for our COPE meeting in early July. Each CLC President and Executive V.P. would have a copy of this list with them when they come to the meeting and it should move much faster.

TIME FRAME

NOW : Update legislative voting records.

EARLY JUNE : Get lists of candidates for office from the Secretary of State's Office.

Send out copies of both to all CLCs; include copy of the rules governing CoPE;

JUNE : request that each CLC hold their COPE meeting in June; after meeting, CLCs forward a list they are recommending for endorsement.

LATE JUNE : We compile these recommendations and have a list of all recommended endorsees ready for our COPE meeting in early July. Each CLC President and Executive V.P. would have a copy of this list with them when they come to the meeting and it should move much faster.

JULY : MA AFL-CIO COPE meeting in early July.

Massachusetts Shipbuilders, Inc.

CONFIDENTIAL

April 6, 1988

Mr Arthur Osborne,
President,
AFL CIO Massachusetts Labor Council
Boston, Massachusetts

Dear Arthur:

I was talking with Tony Svizzero and Art Durand of Local 5 about the need to get a reading from Alden Raine on where things stand with the Shipyard project. I have had three of the briefest telephone discussions with Ben Kincannon during the eight weeks since we met with the Governor. Ben has told me that:

1. everything is on course,
2. they are down to the nitty gritty on the equipment,

MWRA had a Board meeting March 31. MWRA also has a Committee of the Board for financial matters. The Core Shipyard Property sale was to have been discussed by either of these two groups and Paul Levy was to have been given authority to negotiate the deal. My sources within MWRA told me two weeks ago that nothing had been discussed by the Committee and there was no plan to take this matter to the Board at this time.

It is particularly important to show progress at this time. State Street Bank who have been assisting us on good faith, may well drop the Shipbuilders if the Commonwealth cannot at this point show that a deal is at hand. Furthermore we have, as planned, expended the \$30,000 interim grant and now need to start expending the next \$30,000 for operating expenses. However, Pat Hanratty's ISP have not yet been funded for the next \$30,000. We need to get the funding released.

These matters are the background for the MSI letter to Alden Raine and our earlier request that you obtain a meeting for the Shipyard-Labor group with Alden Raine.

Yours very truly
Massachusetts Shipbuilders Inc

Peter J. Gwyn
Chairman.

97 East Howard Street, P.O. Box 48, Quincy, Massachusetts 02169

Telephone 617-773-1485

April 5, 1988

Massachusetts Shipbuilders, Inc.

Mr Alden Raine,
Executive Director,
Governors Office of Economic Development
Commonwealth of Massachusetts
State House
Boston, Massachusetts.

Dear Mr. Raine:

It has been almost two months since our meeting with Governor Dukakis and your goodself. During this time Massachusetts Shipbuilders, encouraged by the Governor's support and facilitated by the \$30,000, interim grant, you had arranged, has been performing a number of priority assignments with the assistance of the State Street Capital Corporation and professional groups, as well as laying the groundwork for other plans and documentation essential to the development of the Employee Owned shipyard at Quincy. It is our understanding that you are managing the process of securing consensus and agreement to the shipyard deal which you outlined to the Governor and to us.

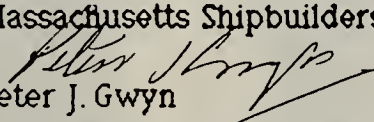
While we have not met with you since February 12, Ben Kincannon has advised us that progress on the shipyard deal is being made; this has encouraged us and retained for our assistance those organizations and professionals essential to our project development. We have been told that the MWRA Board of directors at their March meeting would be asked to give Mr Paul Levy authority to negotiate the sale of the core shipyard property including the sale of the shipbuilding equipment we required. We were also told that in early March, like authority would be given to Mr Levy by a Committee Committee of the MWRA Board constituted for such purposes. As yet we have not been made aware of the outcome of these proceedings.

We feel certain that it is simply the press of other matters that has caused our project to slip, however, knowing how political, issues seem to be, when they involve MWRA, we are requesting to be informed by you as to the actual status of the shipyard project. In addition we wish to advise you that we have come to the end of the \$30,000 interim funding made available by the Commonwealth through the Industrial Services Program and need your assurance that the next \$30,000 interim funding will be available to meet our continued operating expenses. Such answers and assurances can best be given to us at the meeting recently requested by Arthur Osborne representing the Labor group

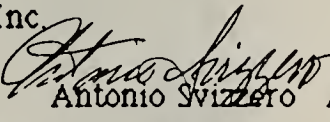
We appreciate your continued interest and the efforts of the Administration to bring about this very desirable Labor initiative.

Yours very truly


Massachusetts Shipbuilders Inc.


Peter J. Gwyn

Chairman, Steering Committee

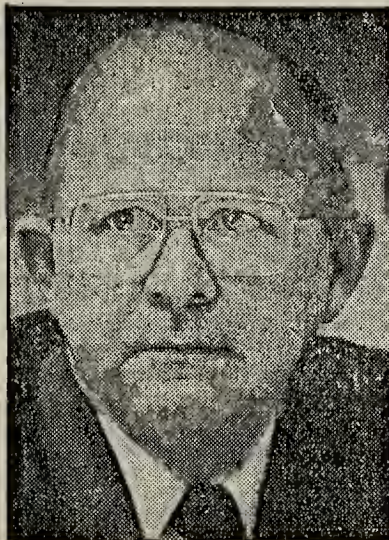

Antonio Svizzero

Vice President


Arthur Durand

Director

CC Mr Arthur Osborne



File photo

Frank Toland

Toland to oppose Rep. Bump

Civic group leader
to run in primary

By Laura Yee
The Patriot Ledger

BRAINTREE — Frank Toland, who helped revive what has become the most vociferous civic association in town, will try to unseat two-term state Rep. Suzanne Bump in the September primary.

Even though some town leaders tried to talk him out of it, Toland said last night that after months of consideration he decided to run for state representative.

"Braintree needs a representative who can meet the challenge of the 1990s," said Toland, president of the East Braintree Civic Association. "By that I mean the schedule for 1990s could mean a tremendous impact for Braintree."

Toland said that the town needs a representative who can guard Braintree's interests from several proposals now under consideration. He mentioned the restoration of commuter rail service, Clean Harbors' proposed \$42 million expansion, revitalization of the Fore River Shipyard and a SEMASS trash-to-energy plan that will use Braintree as a truck transfer station.

"Local autonomy is important," he said. "We have to protect ourselves because no one else will."

The 46-year-old business agent for unionized clerical and office workers at Boston Edison said that while some town leaders recommended he not run against Bump, the overall pulse of the people in the community encouraging him to run far outweighed that.

"They said Braintree's agenda was not (Bump's) agenda," said Toland.

Toland is expected to split some of the support Bump has received over the past few years, including union officials who he works for but who have supported Bump. Toland is a vice president of the Massachusetts AFL-CIO and an executive of the Norfolk County Central Labor Council.

"I think there will be some problems with allegiance but I hope people will look at her record as well as mine," he said.

At the end of 1986, Toland helped change the East Braintree Civic Association from a small, sleepy community group to a large organization known for its staunch political activism.

The change came with a community outcry to shut down the Clean Harbors hazardous waste plant and worry that the Massachusetts Water Resources Authority would use East Braintree's residential streets to truck material to the Fore River Shipyard as part of the Boston Harbors cleanup project.

Toland helped organize numerous community protests against Clean Harbors, including some that drew up to 500 people last year. He also serves as vice chairman of the local assessment committee, a group of Braintree residents who are reviewing the Clean Harbors' expansion plan, which includes a hazardous waste incinerator.

Toland entered the political scene in 1971 when he was elected a town meeting member and shortly after was appointed by the town moderator to the personnel board.

Toland, married with three children, said his knowledge of town government and experience as a negotiator and a legislative agent for the AFL-CIO provides him with the ability to perform the duties of a state representative.

"I've been told that it's time to stop being a bridesmaid and be the bride," Toland said. "I've been able to gain a sense of what the town wants and is concerned about."

University of Massachusetts at Boston

THE LABOR STUDIES PROGRAM COLLEGE OF PUBLIC AND COMMUNITY SERVICE DOWNTOWN CENTER BOSTON, MA. 02125

Dr. James Green, Director
617-956-1066

Pat Reeve, Associate Director
617-956-1080

April 4, 1988

Frank Lyons
Institute for Labor Affairs
University of Massachusetts at Boston
Boston, MA. 02125

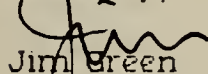
Dear Frank:

As you can see from the enclosed letter, Enid Eckstein of SEIU 925 and other trade union staff—who do steward training for their own unions—asked for a meeting to discuss what they do and how they do it. It is their meeting to be chaired by Sister Eckstein and we are providing the space.

Since you are a veteran of steward training and have a lot of expertise in the area, I asked if your name could be added to the list of invitees along with a number of others who were not included on the original list. I think you could make a contribution to this discussion and want you to know you are invited.

I also want to assure you that our program has no intention of doing any steward training, which, as a non-credit program, is under the jurisdiction of your Institute. Nor does this meeting imply that our program will be involved in providing steward any of the steward training unions now do for themselves. We are strictly a credit-based program. Although the subject of the meeting is how unions provide their own steward training with their own staff, I think you, Ed Boyle and I, as labor educators, should be present.

Sincerely,


Jim Green

cc Joe Cass, Arthur Osborn, Robert Haynes, Enid Eckstein

University of Massachusetts at Boston

THE LABOR STUDIES PROGRAM
COLLEGE OF PUBLIC AND COMMUNITY SERVICE
DOWNTOWN CENTER
BOSTON, MA. 02125

Dr. James Green, Director
617-956-1066

Pat Reeve, Associate Director
617-956-1080

April 4, 1988

Robert Haynes
Secretary-Treasurer
Mass. AFL-CIO
8 Beacon St.
Boston, MA. 02125

Dear Bobby:

Let me reiterate my sincere regrets about the misunderstanding over Friday's meeting. I hope you have now seen the letter I wrote to you last week which tried to explain that Suzanne would take the lead on Justice at Work and that, although you had written to support it while you were at Local 7, we did not expect you to speak out on it. Terry McLarney would have told you that Thursday night too except that he decided we could talk about it before seeing Corrigan. You'll also see from the letter that I did want to give you a chance meet the Chancellor and talk about your concerns about the Labor Institute, just as you did with Provost Diener. I've tried to explain all this in an apologetic letter to Arthur and so will Suzanne Bump, who took the lead in writing to the Chancellor to call for a meeting.

I've also followed up on your suggestion that I request a meeting with Arthur to hear his concerns and find out what kind of assurances he needs in order for us to work together. I hope you can help make that ^{meeting} happen. I know Arthur has had serious criticisms in the past about my activities. Unfortunately, I have never heard them directly from him. I just regret that Friday's meeting led to one of those criticisms, because I am afraid I was a victim of circumstances. I am especially disturbed about it because it caused you problems, and we had tried to do everything possible to prevent anything like that from happening.

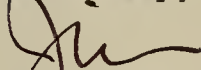
I was counting on Terry McLarney to brief you on the phone Thursday night so you were clear that Suzanne wanted to talk about JAW and we wanted you to know what was going on but that you were being invited there to talk to the Chancellor about the Institute. Unfortunately, he didn't do that.

I am also enclosing a copy of a letter I sent to Frank Lyons inviting him to the discussion of steward training methods next Tuesday. I think I have made it very clear in this letter what is going on and I can't see how there could be any problem. I've indicated that I respect Frank's claim on steward training, have no intention of getting our program into it, and want to add his name to the list of invitees.

Finally, I'll add that the first Steering Committee meeting of our board is on April 27 at 8:30 a.m. in the Downtown Campus. You'll get another letter indicating place. We want to discuss composition of the overall Board, who is leaving and who should be added, and how to proceed with the AFL-CIO in the planning process for an Institute. We may also discuss the confusion over this idea of an Adult Literacy Resource Center. The other Steering Committee members are Steve Albanese, Bob Banks, Marty Blatt, Suzanne Bump, Pat Carney, Murray Frank, Linda Kaboolian and Celia Wcislo.

Again, let me say how sorry I am that Friday caused you problems and how much I appreciate your support.

Sincerely,



Jim Green

enclosures



The Commonwealth of Massachusetts
University of Massachusetts - Boston
Downtown Center
Boston, Massachusetts 02125

THE LABOR STUDIES PROGRAM

Dr. James Green, Director
617-956-1066

Pat Reeve, Associate Director
617-956-1080

March 25, 1988

Dear Sisters and Brothers:

Although our program has not responded to various requests to teach shop steward training sessions, because that is the responsibility of the Institute of Labor Affairs, we have talked with many of you about educational issues and approaches in this kind of training.

Recently, Enid Eckstein of SEIU 925, and a member of our Advisory Board, suggested we pull together a group of unionists to do steward training to talk about what they do, how they do it, what problems they encounter, and how they can improve their work with stewards. A preliminary list of invitees is included. This is not intended to be an exclusive list, so invite anyone else who might be interested.

Therefore, we are inviting you an open discssion session on teaching and steward training on Tuesday, April 12 from 5:30-8:30 at the U/Mass Boston Downtown Center, 13th Floor Conference Room. We will probably order out for food. If you have any questions, give me a call.

In Solidarity,

Jim
Jim Green

(over for list of invitees)

Updated List of Invitees:

Robert Haynes, Mass. AFL-CIO
Enid Eckstein, SEIU 925
Celia Wcislo, SEIU 285
Jon Goliber, "
Sarah Bartlett, "
Carl Proper, ILGWU
Robert Banks, Iron Workers Local 7
Steve Albanese, APW
Debbie Fraser, "
Don Wightman, Utility Workers Local 369
Pat Carney, "
David Brenner, Laundry Workers Local 66
Gene Bruskin, "
Mike Bonislowski, IUE 201
Charles Corbett, "
Jeff Crosby, "
Ron Malloy, "
Charles Ruiter, "
Dom Bozzotto, HRE Local 26
Edye Merzyer, "
George Embelton, AFSCME New England
Tom Brophy, AFSCME DC 93
Frank Lyons, Institute for Labor Affairs
Edward Boyle, S.J., Labor Guild
Jim Bollen, "
Robert Schwartz, "
Meizhu Lui, AFSCME Local 1489
Carol Knox, District 65 UAW
Bill Fletcher, "
Rod Poineau, UE
Ilene Carver, "
Cheryl Gooding, Masscosh and WILD
Wally Soper, UMB Labor Studies
Tim Costello, "
Steve Early, CWA
Jim O'Halloran, "
Jim Barrett, USWA Local 8751
Art Standley, "

Draft/

To AFL-CIO

Robert Haynes; Arthur Osborn

Subject: Participation in the proposed Skills Based Automation Documentation and Technical Assistance Center

Objective #1

Provide a place where ideas, information and knowledge of the practical applications of human centered automation can be found.

Objective #2

This information must be made available to those who need it most- i.e. labor

Objective # 3

The information must be in a form that labor can use.

Objective #4

The information must support labor, especially organized labor and not undermine it.

In other words the Center should not be a place that only studies policies but rather a place that advocates a different way of using technology to enhance skill and thereby allow for greater manufacturing flexibility, better quality, lower costs, and thus the survival of the firm(s). The center implicitly is a center that advocates increased employment and wages.

To accomplish the above objectives organized labor must play a substantial role in making policy for the center. Assuming that a joint proposal from labor and a university is made to the CAT, it would be natural to suggest that 1) organized labor has approximately 50% of the seats on any policy making body 2) that organized labor has some system for having people work at or with the center.

In addition the center must be viewed as an active outreach organization. It is in labor's interest to have a center committed to the support of organized labor as demonstrated by some proposal to do outreach in co-operation with appropriate AFL-CIO bodies.

4-1-88

Marty

Please give me
a briefing on
Health Care bill
Conference next wk.

Art

Statement by the AFL-CIO Executive Council

on

Israel

February 16, 1988
Bal Harbour, FL

For over two months, the West Bank and the Gaza Strip have been the scenes of often violent Palestinian demonstrations against Israel. In their effort to maintain order, the Israeli Defense Forces have on occasion resorted to unnecessary force, and those incidents have been widely and vividly reported in the media, to the detriment of Israel's image.

No doubt such incidents can be attributed to the inexperience of the Israeli army in riot control and other police functions, and to the frustrations of Israeli soldiers as they confront young Palestinians hurling stones and petrol bombs. These factors may explain but they cannot excuse, and the AFL-CIO cannot condone, the use of excessive force against civilians.

But neither can we accept the view, fomented by sensationalized media accounts of the violence, that Israel has lost its moral bearings and no longer merits the support of the democratic community. Some have gone so far as to liken Israel's behavior to that of South Africa, a calumny we categorically reject and resent.

Israel is a democratic polity of some 4.2 million citizens, Arabs and Jews alike, who enjoy the right to vote and the freedoms of speech, religion, press, assembly, and association. Arabs and Jews alike actively work side by side in Israel's trade union movement, Histadrut. They are all represented in a single Parliament. In short, Israel's Arab citizens enjoy the very democratic rights they are denied in the Arab states.

To compare such a society with South Africa, the majority of whose population is denied those very rights, is not only to slander Israel but to rob democracy of its defining characteristics and thus to subvert the very idea of democracy.

With equal vigor, the AFL-CIO also rejects the notion that Israel must now redeem itself by turning the West Bank and the Gaza Strip over to the PLO or the Islamic fundamentalists who are fueling the flames of violence in the occupied territories. The complex historical realities of the Israeli-Arab conflict cannot be reduced to lurid 30-second TV film clips; nor are real solutions to the Palestinian tragedy to be found in the field of public relations.

The real solutions, as the AFL-CIO has repeatedly stated, lie in negotiations between Israel and responsible Palestinian leaders. Israel has already proven its willingness to negotiate withdrawals from other territories it had occupied temporarily to protect itself from its Arab neighbors, having returned vast tracts of occupied land to Egypt and withdrawn troops from Lebanon.

The real tragedy of the Palestinians of the West Bank and Gaza Strip is that they have failed to develop leaders willing and able to negotiate with Israel, owing largely to the PLO's intimidation of moderate Palestinian leaders and to the continuing Arab self-declared "state of war" with Israel. These remain the fundamental obstacles to resolving the Palestinian problem; they are not altered and must not be obscured by the current turmoil in the occupied territories.

That turmoil does, however, lend new urgency to a more aggressive diplomatic effort on the part of the United States to press Jordan, Syria and other concerned Arab states toward more constructive policies that would permit the establishment of a framework of negotiations and an atmosphere conducive to their success. Such an effort now appears to be underway with the dispatch of American diplomats to Middle East capitals and with the upcoming visit to that region by the Secretary of State. The AFL-CIO supports this initiative and hopes that it will be fruitful.

The frustrations of Palestinians living on the West Bank and Gaza Strip are understandable. Their resort to violence is wrong. So, too, is the focus of their current

rage. Their interests have been ignored for decades--but not by Israel, which has established universities and schools in the territories and sought, despite an economy badly strained by military expenditures required to stave off Arab aggression, to ensure a minimum standard of health care and social services, often in cooperation with agencies of the United Nations.

For the Palestinians there is a challenge: to create a responsible and credible leadership to defend their interests, above all, by pressing Jordan and others to come to the table and talk with Israel.

The AFL-CIO historically has had a strong bond with Israel, a nation built by the trade union movement. In this trying time, we reaffirm our solidarity with her citizens, Arabs and Jews alike, and call upon her Arab neighbors to end their intransigence and belligerence, to recognize Israel's right to exist within recognized and secure borders, and thus create the basis for justly resolving the Palestinian question.

*Massachusetts AFL-CIO
Charles DeBorja*

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

6.17

LANE KIRKLAND
PRESIDENT
THOMAS R. DONAHUE
SECRETARY-TREASURER



REGION NO. 8, FRANK MYERS, DIRECTOR
SUITE 500, 6 BEACON STREET
BOSTON, MASSACHUSETTS 02108
(617) 227-1275

March 14, 1988

Mr. John Perkins, Director
Committee on Political Education,
AFL-CIO
815 Sixteenth Street, N.W.
Washington, D.C. 20006

Dear John:

I have been informed by the Department of Organization and Field Services that AFL-CIO regional directors are now supposed to be participants at COPE budget meetings for AFL-CIO state federations.

Since that is the case, I would like to know why you asked me not to attend those meetings for state federations in Region VIII on March 10, 1988 at the Boston Sheraton Hotel.

Fraternally,

Frank Myers
Director
Region VIII

FM:dah
opeiu-2
afl-cio

cc: Dick Wilson
AFL-CIO State Federations,
Region VIII



50

MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

March 15, 1988

President

ARTHUR R. OSBORN

Executive Vice Presidents

JOSEPH M. LYDON
THOMAS G. EVERS
JOSEPH C. FAHERTY

Secretary-Treasurer

ROBERT J. HAYNES

Vice Presidents

RICHARD ABDOW
RONALD ALMAN
DANIEL A. BEAUREGARD
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ARTHUR BUTLER
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JAMES FARMER
BRUCE FERIN
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WILLIAM F. IRVIN
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THOMAS P. KERR
DONALD J. LEAHY
DICK LeBLANC
DAVID LIMA
KEVIN MAHAR
CHARLES McDEVITT
NANCY MILLS
A. MICHAEL MULLANE
HERBERT OLLIVIERRE
JOHN PHINNEY
TONY ROMANO
RICHARD RUMELT
JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
FRANK TOLAND
BARNEY WALSH
MANNY WILLIAMS

To: John Perkins

From: Robert J. Haynes, Sec./Treas.

Re: Proposal for one-half support from National AFL/CIO for Clerical/Intern to perform file and tape maintenance and voter registration update.

As you know the voter registration system in the Commonwealth is decentralized with very little hope of the Secretary of State ever getting a centralized computer file. Because of the critical need to identify our members and communicate with them in November, the Massachusetts AFL/CIO requests your assistance in hiring temporary help to effectuate this goal.

Our proposal is specifically to hire a young, aggressive, preferably a college educated person with knowledge of and sensitivity to labor issues. This person would, under the direction of the President of the Massachusetts AFL/CIO, have the responsibility to assist the COPE Department in the following:

- * processing voter registration tapes from 351 cities and towns.
- * requesting membership lists from local unions affiliated with Massachusetts AFL/CIO.
- * producing form letters for local and International Representatives to send to National and International offices to send updated membership files to National AFL/CIO.
- * provide G.O.T.V. information to local unions.
- * provide voter registration information to local unions.

MASSACHUSETTS / AFL-CIO

8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260

The financial issues to be considered are as follow:

	Per Week
Salary	\$300.00
EXPENSES:	
Travel - @.22/mile - @100 miles	22.00
Meal - two lunches with union reps.- @ \$20 per person	40.00
Taxes - Fica @ 7.15%	21.45
Futa & Muta @ 3.85%	11.55
Total	395.00

Salary and employer taxes would amount to approximately \$333.00 per week to be shared equally between the Massachusetts AFL/CIO and National AFL/CIO. Monthly reimbursements for salary would be acceptable. Regarding expenses they would be submitted on a monthly basis to be shared equally between both parties. The duration of the project would be from acceptance of proposal through the first week of November 1988.

The National AFL/CIO will maintain approval rights upon selection of candidate by Massachusetts AFL/CIO COPE.

Thank you for your consideration in this matter, and if there is any thing I can do to facilitate the approval of this proposal, please contact me.



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

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THOMAS G. EVERS
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TONY ROMANO
RICHARD RUMELT
JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
FRANK TOLAND
BARNEY WALSH
MANNY WILLIAMS

TO: Arthur
FROM: Rich
RE: Democratic Convention
DATE: March 11, 1988

As of 3/11/88, we have identified and mailed to over 500 Labor delegates. Steve will continue to identify Labor delegates while I am on vacation.

I am confident that once we finalize our delegate search, we will reach the 700 level.

In terms of convention planning, a meeting will be necessary with Craig Stepno and anyone else that will be contributing to our convention effort.

Our next step is to develop our convention theme and begin to order any material that will be necessary for our visibility efforts.

We also need to take a look* at our logistical needs at the Boston Garden, maybe your hook with Moulter could help here.

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• BOSTON, MA 02108

• TELEPHONE 617 / 227-8260



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

March 1988

Dear Trade Unionist:

President

ARTHUR R. OSBORN

Executive Vice Presidents

JOSEPH M. LYDON
THOMAS G. EVERS
JOSEPH C. FAHERTY

Secretary-Treasurer

ROBERT J. HAYNES

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JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
FRANK TOLAND
BARNEY WALSH
MANNY WILLIAMS

The Massachusetts AFL-CIO commends you for being elected as a delegate to the 1988 Democratic Convention. With your help, we will once again be a major force at the convention scheduled this year for Saturday, June 11th at the Boston Garden.

Two primary goals will highlight Labor's agenda for the 1988 Democratic Convention. First, we will have the opportunity to thank Senator Edward Kennedy for his twenty-five years of dedication and service to the working people of the Commonwealth. Long recognized as the chief advocate for workers in the United States Senate, Senator Kennedy has earned our support and on June 11th the Massachusetts AFL/CIO will stand proudly behind his re-nomination.

Secondly, the convention will be a key forum for our efforts to educate Democratic activists on the advisability of retaining our prevailing wage law. The Associated Builders and Contractors, the non-union construction lobby, has been successful in collecting the required signatures to place repeal of prevailing wage on the ballot in November of 1988. Organized Labor faces a monumental task in beating back this insidious threat to our existence. We look on the Democratic Nominating Convention as an opportunity to solicit support for our struggle. Support for the prevailing wage is already incorporated in the Massachusetts Democratic Party Platform, but it is imperative that we mobilize the party behind our efforts.

A Pre-Convention meeting will be scheduled and we will notify you well in advance so that you may participate in developing the strategy which will make our 1988 Convention effort a success.

In Solidarity,

Arthur R. Osborn
President

opeiu-6
afl-cio

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DUKAKIS CONGRESSIONAL DISTRICT
DELEGATE AND ALTERNATE APPLICANTS

FIRST CONGRESSIONAL DISTRICT

Michael Ryan - Hatfield - Delegate
Senator John Olver - Amherst - Delegate
Frances Abrams - Holyoke - Both
Sherwood Gurnsey - Williamstown - Delegate
Col. Johnstone Coppock - Royalston - Delegate
~~Richard Courtney III, Northampton - Both~~
Anne McHugh - Holyoke - Delegate
Rosanne K. Bacon - Ware - Both
Virginia Riorden - Williamstown - Delegate
Leonard Paolillo - Pittsfield - Both
Arthur H. Platt - Royalston - both

SECOND CONGRESSIONAL DISTRICT

Rep. Kenneth Lemanski - Chicopee - Delegate
~~Jerome Dunn - Springfield - Both~~
Kathleen Grady - Longmeadow - Both
Peter Fenton - Springfield - Delegate
Rep. Raymond Jordan - Springfield - Both
Kateri Walsh - Springfield - Both
Mary Gail Cokkinias - Longmeadow - Both
Anne O'Connor - Leominster - Delegate
Heriberto Flores - Springfield - Both
Fran LaPointe - Chicopee - Delegate
Paul Caron - Springfield - Both

THIRD CONGRESSIONAL DISTRICT

John Flynn - West Boylston - Both
Thomas Hill - Marlboro - Delegate
Arthur Connor - Uxbridge - Both
Patricia Amorelli-Yuknavich - Worcester - Delegate
~~Thomas Berthiaume - Worcester - Alternate~~
Rep. Richard Moore - Uxbridge - Both
Bernardine Birch - Worcester - Both
William Dooling - Holliston - Both
Joseph Ricca - Shrewsbury - Delegate
Janet Slovin - Worcester - Delegate
Ellen Vallon - Worcester - Both
Steven Jacobson - Worcester - Delegate
Mary Clark - Millbury - Both

Brian Chamberlain - Worcester - Both
~~John LaPerle - Worcester - Both~~
John M. Murray - Northboro - delegate
Paul Kollios - Millbury - both

FOURTH CONGRESSIONAL DISTRICT

Sen. Lois Pines - Waban- Both
John Langan - Newton - Delegate
Anthony Croce - Newton - Delegate
~~Stephen C. Souza - Somerset - Delegate~~
~~Ida Cabral - Fall River - Delegate~~
Shirley Sidd - Brookline - Alternate
Robert J. Awkward - Newton - Delegate
Joanne Harris Walker - Wellesley - Delegate
Amy Anthony - Brookline - Both
~~Ronald Alman - Sharon - Both~~
~~Brian Saborin - Attleboro - Both~~
Bertram Yaffee - Fall River - Delegate
Joseph Warren - Newton - Delegate
Albert E. Gravelle - Brookline - both
Leonard H. Golder, Esq. - Brookline - both
Herbert F. Regal - Newton - both

FIFTH CONGRESSIONAL DISTRICT

James Arena DeRosa - Concord - Both
Mark Patton - Lowell - Both
Mary Ann Simensen - Lowell - Delegate
Mary Anastopoulos - Lowell - Both
Joseph Mullin - Weston - Both
Diana Phillips - Framingham - Both
Mary Jane Powell - North Andover - Both
Martin Meehan - Lowell - Delegate
~~George F. Woods - Dracut - Both~~
Edward J. Kennedy - Lowell - Both
Phil Villers - Concord - Delegate
Samuel Poulten - Chelmsford - Both
Susan Shaer - Andover - Both
Cynthia B. Stocking - Sudbury - Both
~~Charles McDevitt - Framingham - Both~~
Gail Leftwich - Carlisle - Both
H. Kenneth Fish, P.C. - Weston - delegate

SIXTH CONGRESSIONAL DISTRICT

Donald F. Green - Georgetown - Both
Kevin Burke - Beverly - Delegate
Dorothy T. Wass - Topsfield - Both
Peter Zuk - Danvers - Delegate
Nancy Kaufman - Beverly - Delegate
Agnes A. Ricko - Lynn - Both
Joyce Fossa - Rockport - Both
Marcia Sweeney - Marblehead - Both

Priscilla Schulze - Lynn - both
Paul Devlin - Peabody - both

SEVENTH CONGRESSIONAL DISTRICT

Joseph Franzese - Winthrop - Both
Henry Carroll - Wakefield - Both
Joseph C. Aiello - Winthrop - Both
Richard Voke - Chelsea - Delegate
Carol Donovan - Woburn - Delegate
Elizabeth Cremens - Medford - Both
Carol Olson - Revere - Both
Evan Slavitt - Malden - Delegate
Robert Hayes - Medford - Both
Paul Eutace - Malden - Both
Paul Rupp - Revere - Both
Eugene Ellis Lee - Lexington - Both
Rep. Nick Paleologos - Woburn - Delegate
Paul J. Donato - Medford - both

EIGHTH CONGRESSIONAL DISTRICT

George Bachrach - Watertown - Delegate
Sen. Sal Albano - Somerville - Delegate
Mayor Eugene Bruno - Somerville - Delegate
Preston Williams - Belmont - Both
Steven Tolman - Brighton - Both
Peter Siragusa - Brighton - Both
Joan Lorentz - Cambridge - both
Alice Wolf - Cambridge - Delegate
Ronald Catena - East Boston - Delegate
J. Gerald Ryan - Cambridge - Delegate
Paul Denning - Watertown - Delegate
Stacy DeBoie - East Boston - Both
Alex Rodriguez - Boston - Both
Vin McCarthy - Brighton - Delegate
Sandra Willett - Boston - Delegate

NINTH CONGRESSIONAL DISTRICT

Eleanor McDonough - Jamaica Plain - Delegate
Marie Turley - Jamaica Plain - Delegate
Edward Doherty - Boston - Both
Barbara Travers - Taunton - Both
William Lynch - Boston - Both
Evelyn Smith - Dorchester - Both
Michael Connolly - Roslindale - Delegate
Mr. Giro J. Cardinal - Dedham - both

TENTH CONGRESSIONAL DISTRICT

Walter Prince - Pembroke - Both
John Flannagan, Jr. - Plymouth - Both
Charlotte Stiefel - Bourne - Both

Thomas Murphy - Cotuit - Both
Leonard Hassol - South Wellfleet - Both
Cynthia Botelho - East Falmouth - Both
Antonio Gomes - Plymouth - Both
Susan Walker - Sandwich - Both
William Strong - Carver - Both
John Howcroft - New Bedford - Both
Donna McGee- Cohasset - Both
Sam Graham - Fairhaven - Both
~~Clementina Ponte - New Bedford - Both~~
Ilene Berger - Plymouth - Both
Jeffrey Berger - Plymouth - Both
Theodore Panitz - Centerville - Both
~~Herbert Ollivierre - New Bedford - Delegate~~
John Stouffer - Hingham - Both
Philip Johnston - Marshfield - Both
Mary Ann Sofis - Hingham - Both
Caroline Stouffer - Hingham - Both
~~Nicholas Roussos - New Bedford - both~~
Thomas R. Lebach - N. Falmouth - both

ELEVENTH CONGRESSIONAL DISTRICT

Yohel Camayd-Freixas - Dorchester - Delegate
~~Kevin Cotter - Quincy - Both~~
Joseph Kaplan - Randolph - Both
George Papas - Brockton - Both
Paul Parks - Mattapan - Both
Jean Hunt- Dorchester - Alternate
~~Francis Toland - Quincy - Alternate~~
William Delahunt - Quincy - Delegate
Sen. William Golden - Weymouth - Delegate
Margaret MacKenzie - Weymouth - Delegate
Allyne Pecevich - Brockton - Delegate
Rosemary Wahlberg- Quincy - Delegate
Joanne Berger - Braintree - Both
Thomas Menino - Hyde Park - Both
Daniel F. O'Connor - Milton - both
Emogene Cadogan - Holbrook - both

JACKSON CONGRESSIONAL DISTRICT
DELEGATE AND ALTERNATE APPLICANTS

FIRST CONGRESSIONAL DISTRICT

Linda Marston - Sunderland - Delegate
Robert Wolff - Pelham - Both
William Strickland - Amherst - Delegate
Lisa Baskin - Leeds - Delegate

SECOND CONGRESSIONAL DISTRICT

Carlton Pickron - Springfield - Both
Barbara Greelee - Springfield - Both
James Marien - Sturbridge - Both

THIRD CONGRESSIONAL DISTRICT

Cleveland Davis, III - Worcester - Both
Peter R. Fay - Worcester - both

FIFTH CONGRESSIONAL DISTRICT

No filings as of 3/21/88

SIXTH CONGRESSIONAL DISTRICT

Joyce Wilson - Lynn - Delegate

SEVENTH CONGRESSIONAL DISTRICT

Peter Wood - Chelsea - Delegate
~~Charles E. Ruiter, Jr. - Billerica - delegate~~
Janice Marie Wood - Chelsea - Delegate
Peter Belmont - Lexington - Both

* - never Filed
with us

EIGHTH CONGRESSIONAL DISTRICT

Ian Hobbs - Cambridge - Both
Carolyn DeVore Parks - Allston - Both
Manuel Teixeira - Boston - Delegate
~~Douglas Butler - Boston - Delegate~~
George Allison Glass - Brighton - Both
Anthony Watson - Brighton - Both
Najwa Al-Qattan - Cambridge - Delegate
Theos McKinney - Allston - Delegate

NINTH CONGRESSIONAL DISTRICT

Willie Mae Allen - Mattapan - Both
Imee Jackson - Boston - Both
Lillie Morris - Dorchester - Delegate
Mattie Bulliner - Dorchester - Delegate
Vincent Farrar - Dorchester - Delegate
Vincent Richard - Dorchester - Delegate
Patrick Cusick - Boston - Both
Willie President - Dorchester - Delegate
Angie Wilkerson - Dorchester - Delegate
Gene Bruskin - Roxbury - Delegate

TENTH CONGRESSIONAL DISTRICT

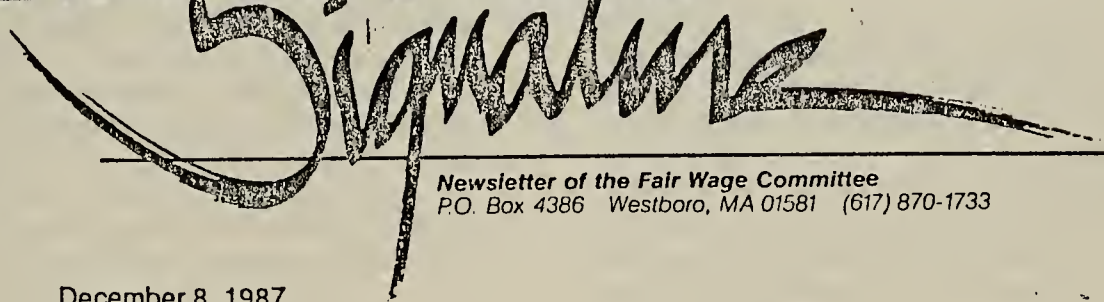
Paul Nossiter - Wellfleet - Both
Patrick Grace - Provincetown - Both

ELEVENTH CONGRESSIONAL DISTRICT

W. Maude Hurd - Dorchester - Delegate
Selma Johnson - Mattapan - Delegate
Gene Bruskin - Roxbury - Both
Charles Calvin Yancey - Dorchester - delegate

Bruskin 9+11 ?

FAIR WAGE



Newsletter of the Fair Wage Committee
P.O. Box 4386 Westboro, MA 01581 (617) 870-1733

December 8, 1987

FAIR WAGE VICTORY!! WE WON... ROUND ONE

67,193 certified signatures were collected, almost 17,000 more than we needed, as the first giant step to putting the question to repeal Massachusetts' Prevailing Wage Law on the ballot was successfully completed. The Boston Globe called our petition drive "a victory for good organization", and we all know it was also a victory for hard work! Congratulations and thank you to everyone who contributed to this fantastic effort!

INITIATIVE PETITION PROCESS CONTINUES

The signatures were delivered by armored truck to the Elections Division of the Secretary of State's office on Wednesday, December 2. It was the first stop in the long road ahead leading to victory at the ballot box in November 1988. Secretary Connolly will now transmit the initiative petition to the House Clerk on January 6, 1988 for legislative action. There it will be referred to the proper committee where the petition must be heard and a report issued. The Legislature cannot amend or change the initiative in any way. Both branches must take action on it by May 4, 1988. If the General Court approves it and either the governor signs it or it is passed over his veto by a 2/3 vote of both houses, it becomes law. But, if the General Court fails to act or rejects the petition, the Fair Wage Committee can bring the issue before the people by collecting an additional 8,421 certified signatures from the middle of May until June 22, 1988. To be passed into law at election time, at least 30 percent of the voters who cast ballots in November's election must vote for repeal, and a majority of the ballots cast on the question itself must be for repeal.

PROTECT YOUR INVESTMENT

The initiative petition process is long and intricate. The intention of the framers of Massachusetts' state constitution was to discourage abuse of this system while leaving the process open to those with a just cause and enough determination to take on the task of bringing an issue before the voters.

By successfully completing the first giant step of this process, we've taken on a responsibility to protect the investment - and commitment - we've already made.

OVER.....

150,000

135,000

120,000

105,000

89,301 90,000



75,000



60,000



45,000



30,000



15,000



10 ORIGINAL SIGNERS
AUGUST 5, 1987

SIGNATURE PROGRESS

EDUCATION... COALITION BUILDING... FUNDRAISING

These are the goals and priorities for the next twelve months. Education -- We have to argue our case professionally and thoroughly to the voters so they can make a reasoned decision at the ballot box next November. As has been said many times before, the Prevailing Wage Law survives on ignorance. Our thorough polling data supports our assertion that once the people learn of the law's implications, they will vote overwhelmingly for repeal. It is our responsibility to begin that process, not only through the media but also through smaller forums. The Fair Wage Committee is setting up a speaker's bureau to travel statewide to discuss this issue. If you belong to any local groups (rotary clubs, etc.) or have suggestions for places to discuss this issue, contact the ABC office at 273-0123.

Coalition building -- our case will be made stronger if our message is delivered by groups of citizens representing varied interests. We have been endorsed by several such groups already. This has proved that repealing the Prevailing Wage law is not just an ABC issue, but one that affects every taxpayer in this state. We must actively bring more of these citizen's groups into the Fair Wage campaign. Fundraising -- All of this is going to take money, a lot of it. The Fair Wage Finance Committee has set a goal of \$600,000.00. We have an opportunity to not only change the way public construction is done in this state, but to change the political equation as well. We have to raise the money to ensure that this primary goal is reached.



The following signature coordinators and their companies collected 1000 signatures or more for the Fair Wage campaign:

Associated Builders and Contractors

The Caruso Company

Citizens for Limited Taxation

Contel Business Systems

Fair Wage Committee

Green Carpet Lawn Landscaping

H.F.P. Sprinkler Co., Inc.

Hinds Electric Co., Inc.

Interstate Electrical Co.

Iron Horse Contractors, Inc.

Lakeville Redi-Mix, Inc.

Leiser Electric Co.

Nemasket Construction Co.

Plumb House, Inc.

Trodella Controls & Electrical

Marty Burke, Ginny Buckingham, Ellen Mulrenan

Carl DuBois

Chip Faulkner

Charlie Hourihan

Ted Dubinski

Mark Forge

Howland Faunce

Dan Hinds

George Gould, Ed Zinck, Dan Wilson

Linda Gross

Phil DeMoranville

Bill Leiser

George Mathison, Lindy Thomas

Marge Thomas, Bonnie Higgins

Vin Gately, Dick Anderson

Scott Cameron, San Carlucci, Ernie Carrier

Matt Clarkin, Helga Coffey, David Erickson

Sherry Johnson, Mike Philbrick

Mara Pottle, Mark Scalata

Tony Tocco, Joe Trodella, Tony Mazzola



The Commonwealth of Massachusetts

HOUSE OF REPRESENTATIVES
STATE HOUSE, BOSTON 02133

REPRESENTATIVE
DAVID P. MAGNANI
7TH MIDDLESEX DISTRICT
70 FAY ROAD
FRAMINGHAM, MA 01701
TEL. 875-0887
ROOM 43, STATE HOUSE
TEL. 722-2030

Committees on
Commerce and Labor
Human Services and Elderly Affairs

Commissions on
Employee Involvement and
Ownership Programs, Chair
Parenting Leave
School Improvement Councils

PAUL SANFORD
STAFF DIRECTOR

April 11, 1988

Mr. Arthur Osborne, President
AFL/CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborne:

Arthur

Thank you for your invitation to meet with the State Labor Council on April 21st at your offices. I accept with appreciation your invitation and look forward to the opportunity to speak with Council members regarding the proposed legislation filed by the Special Commission on Employee Involvement and Ownership on which several of your council members have served so effectively.

If there are any questions which you can anticipate ahead of time, I would be most interested in knowing what they might be so that I could prepare effectively to give coherent answers.

Again, thanks for the invitation. I have asked Richard Courtney who is also a commission member and an affiliated member to accompany me to this meeting. I also presume Nancy Mills and Joe Faherty who are also commission members would be in attendance to help me answer any questions other council members might have.

Again, thanks for the invitation, I look forward to the 21st.

Sincerely,

DPM

DAVID P. MAGNANI
State Representative

DPM/pas

*Arthur - Lin
trying to contact
Arthur Vermont +
Chris Mackin
to come to
answer question
re needs for office
re: Q. Wines. — DPM*

